



This is a digital copy of a book that was preserved for generations on library shelves before it was carefully scanned by Google as part of a project to make the world's books discoverable online.

It has survived long enough for the copyright to expire and the book to enter the public domain. A public domain book is one that was never subject to copyright or whose legal copyright term has expired. Whether a book is in the public domain may vary country to country. Public domain books are our gateways to the past, representing a wealth of history, culture and knowledge that's often difficult to discover.

Marks, notations and other marginalia present in the original volume will appear in this file - a reminder of this book's long journey from the publisher to a library and finally to you.

Usage guidelines

Google is proud to partner with libraries to digitize public domain materials and make them widely accessible. Public domain books belong to the public and we are merely their custodians. Nevertheless, this work is expensive, so in order to keep providing this resource, we have taken steps to prevent abuse by commercial parties, including placing technical restrictions on automated querying.

We also ask that you:

- + *Make non-commercial use of the files* We designed Google Book Search for use by individuals, and we request that you use these files for personal, non-commercial purposes.
- + *Refrain from automated querying* Do not send automated queries of any sort to Google's system: If you are conducting research on machine translation, optical character recognition or other areas where access to a large amount of text is helpful, please contact us. We encourage the use of public domain materials for these purposes and may be able to help.
- + *Maintain attribution* The Google "watermark" you see on each file is essential for informing people about this project and helping them find additional materials through Google Book Search. Please do not remove it.
- + *Keep it legal* Whatever your use, remember that you are responsible for ensuring that what you are doing is legal. Do not assume that just because we believe a book is in the public domain for users in the United States, that the work is also in the public domain for users in other countries. Whether a book is still in copyright varies from country to country, and we can't offer guidance on whether any specific use of any specific book is allowed. Please do not assume that a book's appearance in Google Book Search means it can be used in any manner anywhere in the world. Copyright infringement liability can be quite severe.

About Google Book Search

Google's mission is to organize the world's information and to make it universally accessible and useful. Google Book Search helps readers discover the world's books while helping authors and publishers reach new audiences. You can search through the full text of this book on the web at <http://books.google.com/>

40
127
52
42
Sixteenth Biennial Report

OF THE

Bureau of Labor Statistics

OF THE

State of California

1913-1914



CALIFORNIA
STATE PRINTING OFFICE
1914



Sixteenth Biennial Report

OF THE

Bureau of Labor Statistics

OF THE

State of California

1913-1914

JOHN P. McLAUGHLIN, Commissioner
948 Market Street, San Francisco



CALIFORNIA
STATE PRINTING OFFICE
1914

Exch.
N.Y. Pub. Library
1-21-28.

CONTENTS.

	PAGE.
PERSONNEL	4
LETTER OF TRANSMITTAL.....	5
ACKNOWLEDGMENT	7
INTRODUCTORY	9

PART I.

REVIEW.

PAYMENT OF WAGES.....	15, 25
PAY CHECK LAW.....	16
PAYMENT OF WAGES IN SEASONAL EMPLOYMENT.....	17
PRIVATE EMPLOYMENT AGENCIES.....	18, 31
FREE EMPLOYMENT BUREAUS.....	19
CHILD LABOR.....	20, 41
EIGHT HOUR LAW FOR WOMEN.....	21, 46
HOSPITAL FEES.....	22
CAMP SANITATION.....	23
COMPLAINTS	23, 47
PROSECUTIONS	24, 48

PART II.

SPECIAL REPORTS.

THE LUMBER INDUSTRY IN CALIFORNIA.....	51
THE PORTLAND CEMENT INDUSTRY IN CALIFORNIA.....	151

PART III.

STATISTICAL TABLES.

ORGANIZED LABOR—	
HOURS AND RATES OF WAGES.....	185
MANUFACTURES—	
EMPLOYEES AND WAGES.....	243

PERSONNEL.

JOHN P. McLAUGHLIN.....COMMISSIONER

SAN FRANCISCO:

JOHN KEAN.....Deputy Commissioner
ALBERT T. ROCHE.....Attorney
H. A. SCHEEL.....Statistician
R. W. BUSH.....Acting Statistician
C. B. SEXTON.....Assistant Statistician
KATHERINE KELLY.....Chief Stenographer
HARRY GORMAN.....Field Agent
JOHN P. DENEHY.....Special Agent
DAVID McLENNAN.....Special Agent
J. A. KELLY.....Special Agent
MRS. MARY KINGSFORD.....Special Agent
J. W. ATKINS.....Special Agent
E. F. PERRY.....Special Agent
FLORENCE BURNS.....Stenographer
NORA O'CALLAGHAN.....Stenographer
SARAH H. BYRNE.....Stenographer
MARY L. POWERS.....Stenographer
ROSE SMITH.....Telephone Operator

LOS ANGELES:

JOHN J. TOBIN.....Deputy Commissioner
HENRY H. LYON.....Assistant Deputy Commissioner
KATHERINE P. EDSON.....Special Agent
H. A. CABLE.....Special Agent
E. H. HANCOCK.....Special Agent
VERA S. FRAYNE.....Stenographer

SACRAMENTO:

JOHN S. BLAIR.....Assistant Deputy Commissioner
H. W. ZAGOREN.....Stenographer

SAN DIEGO:

GEORGE F. GRAY.....Assistant Deputy Commissioner

LETTER OF TRANSMITTAL.

STATE BUREAU OF LABOR STATISTICS,

SAN FRANCISCO, December 1, 1914.

His Excellency, HIRAM W. JOHNSON,
Governor of California.

SIR: I have the honor to submit the Sixteenth Biennial Report of the Bureau.

Respectfully,

JOHN P. McLAUGHLIN,
Commissioner.

ACKNOWLEDGMENT.

I desire to express my appreciation to the employers who have co-operated with this Bureau, to the public officials who have assisted us in carrying out our work, and to my staff who have rendered efficient services.

JOHN P. McLAUGHLIN,
Commissioner.

INTRODUCTION.

The last two years have been the most eventful in the history of the bureau, both from a standpoint of growth and work accomplished. From a practically unknown institution—although established in 1883—this bureau has expanded until it now takes its place among the most important departments of the state government. Branch offices were opened in August, 1913, in Sacramento and in San Diego, in order to take care of the work which could not be satisfactorily handled from the San Francisco and Los Angeles offices.

Our staff has been continually augmented, to meet the demands of our increased duties, until at the present time the bureau employs twenty-eight persons.

The bureau has tried to make itself a department of service to the public. It has not limited its operations merely to the laws which it is directed to enforce, but has undertaken the enforcement of all laws dealing with the problem of labor. In the enforcement of the various labor laws, our policy has been, first, to educate the employers as to the laws relating to labor, by furnishing them with copies of the laws and drawing their attention to violations; and then to rigidly prosecute them when they failed to heed our warning and continued to violate the laws.

Our endeavor has been to make the laws passed by the legislature affecting labor and industry, realities. In carrying out our endeavors we have at times assumed burdens that taxed our department to the utmost.

We shall only draw attention to a few of these laws, the enforcement of which was voluntarily undertaken by the bureau. For example: the Eight Hour Law for Women, as originally passed, made no provision for its enforcement. It was practically doomed to remain a dead letter on our statute books. This bureau, however, undertook to see that the law was obeyed, and informed employers that it would take charge of the enforcement of the law and started a vigorous campaign, the effect of which was to fix in the minds of the employer the provisions of the law and the fact that it could not be violated with impunity.

We also undertook the enforcement of the Payment of Wage Law and Pay Check Law, and devoted a very large part of our time and appropriation in assisting the working men and working women of this state to collect the wages earned by them. The extent of this work will be explained hereafter.

The Camp Sanitation Law was threatened with becoming inoperative, owing to the fact that the State Board of Health, which was charged

with the enforcement of the act, did not have the men or money to make the inspections. This bureau requested the State Board of Health to deputize the agents of this department, and we immediately proceeded to put the law into operation by sending our agents into the various camps.

The bureau has made a study of the conditions in various industries, and has drafted bills seeking to remedy or correct certain conditions found therein. Among the bills drafted by this bureau and passed at the 1913 session of the legislature, are the Act licensing and bonding of private employment agencies, the Camp Sanitation Act, the Act relative to the payment of wages earned in seasonal employment, and the Registration of Factories Act.

In presenting this report, we have adopted a new policy. It is our intention to make special investigations of various industries instead of a general report on all industries; and to condense our information as much as possible in our biennial reports. We believe that information gathered often loses its value when two years elapse before its publication.

In Part I we have discussed briefly some of the more important functions and accomplishments of the bureau.

In Part II we have presented the results of investigations into two of the largest industries in California, namely: the lumber industry and the Portland cement industry.

Part III is devoted to statistics of manufactures and organized labor. The statistics of manufactures is a new department and, while not as complete as might be desired, we believe this can be made extremely valuable if the employers will cooperate with us in the future.

**Record of Complaints Filed With Bureau and Investigated During Three Fiscal Years
Ending June 30, 1914.**

Nature of complaint	Total for period	Fiscal year 1913-14	Fiscal year 1912-13	Fiscal year 1911-12
Blowers	111	37	13	61
Child labor	431	173	108	150
Eight hour law for women	1,774	682	470	622
Eight hour law—public work	68	46	16	6
Eight hour law—underground work	16	14	2	-----
Employment agencies—license	124	31	72	21
Employment agencies—misrepresentation	1,868	923	479	466
Medical cabinet law	35	35	-----	-----
Non-payment of wages	12,802	7,330	3,573	1,899
Sanitation	256	135	59	62
Scaffolding, flooring, etc.	133	94	25	14
Seats for females	22	12	9	1
Ten hour law for drug clerks	17	9	3	5
Weekly day of rest	129	22	78	29
General	128	78	50	-----
Totals	17,914	9,621	4,957	3,336

Record of Prosecutions Conducted by Bureau During Three Fiscal Years Ending June 30, 1914.

Nature of offense	Total for period	Fiscal year 1913-14	Fiscal year 1912-13	Fiscal year 1911-12
Blower law	4		1	3
Child labor law	81	21	28	32
Eight hour law for women	142	37	33	72
Eight hour law—public work	1		1	
Eight hour law—underground work	3	1	2	
Employment agency law—license	23	6	11	6
Employment agency law—misrepresentation	5		3	2
Misrepresentation as to strikes	4	1		3
Payment of wage law	77	47	18	12
Pay check law	6	2	1	3
Scaffolding, flooring, etc., laws	15	14	1	
Ten hour law for drug clerks	4		3	1
Union card, unlawful use of	1		1	
Vending at night law	44	1	13	30
Weekly day of rest law	11		2	9
Totals	421	130	118	173

Disposition of Claims Filed for Nonpayment of Wages for Three Fiscal Years Ending June 30, 1914.

	Claims filed	Claims collected	Amount of wages collected
Fiscal year ending June 30, 1914	7,390	4,904	\$110,911 93
Fiscal year ending June 30, 1913	3,573	2,213	36,450 69
Fiscal year ending June 30, 1912	1,899	1,292	24,445 59
Totals	12,862	8,409	\$171,808 21

Disposition of Claims Filed Against Employment Agencies for Three Fiscal Years Ending June 30, 1914.

	Complaints filed	Fees and expenses ordered returned		New positions furnished	Dismissed
		Number	Amount		
Fiscal year ending June 30, 1914	923	632	\$2,328 30	77	214
Fiscal year ending June 30, 1913	479	364	1,384 45	47	68
Fiscal year ending June 30, 1912	466	365	1,470 30	33	68
Totals	1,868	*1,361	\$5,183 05	157	350

*In addition many hundreds of cases were settled over the phone in which no records were made.

PART I.

REVIEW.

PAYMENT OF WAGES.

The question of the payment of wages is one that stands out with particular force at this time. The work undertaken by the Bureau of Labor Statistics during the past three years in handling this question, together with the decision of the Appellate Court declaring the wage law unconstitutional, and the taking of the law into their own hands by persons unable to obtain their wages, has focused the eye of the public on this problem.

The problem is fundamental. It strikes at the very root of our economic, social and political structure. The man or woman who has honestly toiled and can not obtain the wages earned, loses faith in humanity and the efficacy of our laws and courts; is often turned out a beggar, vagrant or criminal, or seeks redress by forcible means.

The legislature should enact laws fixing the time and manner of the payment of wages and provide a simple and expeditious method of collecting wages, and which, at the same time, will bear the test of constitutionality.

Nothing has better demonstrated the necessity for such legislation than the work of the Bureau of Labor Statistics during the past three years. In that period there were filed with the Bureau 12,802 complaints against employers for non-payment of wages. The Bureau succeeded in collecting 8,409 of the claims amounting to \$171,808.21. This was a stupendous task, as each complaint had to be investigated, the Bureau sitting in the capacity of a poor man's court, hearing both parties without formality or technical rules of evidence. A description of many of the cases would make a volume of interesting and instructive reading.

On November 23, 1914, the Appellate Court of the First Appellate District declared the wage law unconstitutional and the wage-earner now finds himself practically without recourse, except a slow, expensive civil suit. The Bureau's splendid work was cut short by this decision, and the collection agents again have a free field to prey upon the unfortunate wage-earner.

The number of wage claims filed with the Bureau has grown in leaps and bounds until during the last year they nearly swamped the office. The following figures show the increasing number of claims filed since the work was first undertaken in 1911:

Fiscal year 1912—1,890 claims	\$24,445.59 collected.
Fiscal year 1913—3,573 claims	36,450.69 collected.
Fiscal year 1914—7,330 claims	110,911.93 collected.

These claims do not represent all the work the Bureau has done in the collection of wages. A great deal of assistance was rendered to wage-earners in recovering their wages in connection with bankruptcy proceedings and liens.

Laborers constitute the principal group among the male employees filing claims for non-payment of wages. During the fiscal year ending June 30, 1913, this class represented 22.2 per cent and during the fiscal year 1914, 26.6 per cent of the total number of persons filing claims.

Among the female employees, those engaged in house work are the largest group, being 20.7 per cent of the total for the fiscal year 1913 and 19.4 per cent for the fiscal year 1914.

The number of wage claims filed by actresses and performers was also very large, 110 claims having been filed during the fiscal year 1913 and 455 claims during the fiscal year 1914. (See Tables I and III.)

In the industries against which claims were filed, construction work and general contracting stand out most prominently. During the fiscal year 1913, 695 claims, or 19.4 per cent of the total, were filed against this industry, while during the fiscal year 1914, 1,475 claims, or 20.1 per cent of the total were filed.

Restaurants come next with 378 claims, or 10.6 per cent during the fiscal year 1913, and 696 claims, or 9.5 per cent during the fiscal year 1914.

Then follows private homes with 350 claims, or 9.8 per cent during the fiscal year 1913, and 596 claims, or 8.1 per cent during the fiscal year 1914. (See Tables II and IV.)

PAY CHECK LAW.

The pay check law was passed in 1911, at the same time as the payment of wages law. These two laws are closely related, but the pay check law fared better at the hands of the court than its companion law.

In the case of the *People vs. Pasadena Foundry Company*, tried in the Superior Court of Los Angeles County, Judge McCormick declared the law constitutional. No appeal was taken from this decision, and it has generally been conceded that the right to compel payment of wages in cash or negotiable paper is a valid exercise of police power. Our law provides that:

No person, firm or corporation engaged in any business or enterprise within this state, shall issue, in payment of or as an evidence of indebtedness for wages due an employee, any order, check, memorandum or other acknowledgment of indebtedness, unless the same is negotiable, and is payable upon demand without discount in cash at some bank or other established place of business in the state.

The law is at present almost universally observed. A few violations have come to our attention, but they have been corrected as soon as the employers were notified. Most of these violations were combined with

the question of non-payment of wages, and were adjusted. During the fiscal year 1913 we prosecuted only one case for a violation of this law, and during the fiscal year 1914 but two cases.

A peculiar phase has developed out of the enforcement of this law in respect to the issuance of coupons, principally by lumber companies. These coupons are issued between pay days, and the companies claim that it is only for the accommodation of their employees, being a credit extended to them before the wages are due and payable. This question has been submitted to the Attorney General, and we are awaiting his opinion.

PAYMENT OF WAGES IN SEASONAL EMPLOYMENT.

This law, passed at the 1913 session of the legislature, grew out of investigations made by this bureau into the employment of labor shipped from San Francisco to work in the salmon canneries of Alaska. The report on the investigations of the Bureau is contained in the Fifteenth Biennial Report. The act was drafted by the Bureau, and provides as follows:

Section 2. Upon application of either the employer or the employee, the wages earned in seasonal labor, shall be paid in the presence of the commissioner of the bureau of labor statistics or an examiner appointed by him.

Section 3. The commissioner shall hear and decide all disputes arising from wages earned in seasonal labor and he shall allow or reject any deductions made from such wages; *provided, however*, that he shall reject all deductions made for gambling debts incurred by the employee during such employment and for liquor sold to the employee during such employment.

At the end of the canning season of 1913, the examiners of this bureau supervised the paying off of 1,382 men who had returned from Alaska. The total amount of the wages earned by these men was \$237,447. After allowing for all legitimate deductions, the men were paid a net average of over \$110 each. At the end of the 1914 season, we supervised the paying off of 1,528 men. The total amount of wages earned by these men was \$259,134, and after allowing deductions each man received a net average payment of over \$120.

It is interesting to compare these figures with those collected in the investigation made by this Bureau in 1912, when it was found that the net average wage paid to the men on their return to San Francisco from the salmon canneries was less than \$35.

This law has been a boon to the men employed at the canneries. They are a helpless class and the prey of every type of human shark. In the past two years during which the men have been paid off under the supervision of this office, they have at least received the wages due them after their season's work. This has a particular bearing on the problem of unemployment. In years gone by these men were cast adrift in the city after their return from Alaska, practically penniless.

Since the Bureau took charge, almost every man has received at least one hundred dollars upon his return to San Francisco.

The effectiveness of this law, however, is now lost, as the procedure for its enforcement rested upon the payment of wages law, which has been declared unconstitutional. There still remains, however, one thing to be done for these men, and that is to place them in the same category as seamen and to exempt their wages from attachment. We are satisfied that many of the attachments against the wages of these cannery hands are not for *bona fide* debts. During 1913 we had a great deal of trouble with the attachments levied while our examiners were paying off the men. Before paying for the season 1914, we notified most of the attorneys engaged in this practice that the Bureau would fight any attachment it had reason to believe was not for a *bona fide* debt. This had the effect of greatly reducing the number of attachments levied. As most of the men are ignorant, they pay the attachments and costs in order to get whatever money remains of their wages. They are unable to hire attorneys to fight their cases, and are usually in such absolute need that they are willing to make any sort of a sacrifice.

PRIVATE EMPLOYMENT AGENCIES.

Two years ago the Bureau drafted and succeeded in having passed one of the most drastic laws for the regulation of private employment agencies. The essential features of this act are that every agency is required to obtain a license from the Bureau of Labor Statistics, and furnish a bond. Records must be kept and receipts issued on forms prescribed by the Bureau. Where the employment lasts less than seven days, by virtue of discharge, the fee must be returned. This provision was inserted to put a stop to the practice of discharging men in order to divide fees between employers and the agents. The dividing of fees was also prohibited. If a job was misrepresented, the fees and expenses must be returned.

During the fiscal years 1914 there were filed 923 complaints against employment agencies. Each of these complaints was investigated, and in 632 cases fees and expenses to the amount of \$2,328.30 was ordered returned. During the fiscal year 1913 there were filed 479 complaints, and in 364 instances fees and expenses to the amount of \$1,384.45 were ordered returned to applicants. These figures, however, do not in any degree represent the total amount returned by agencies to applicants failing to obtain work. Most of the agencies tried to adjust the cases in order to avoid being cited before the Commissioner. The majority of cases in which complaints are filed in the bureau are ones which involve some dispute. The Bureau has required the agencies to keep a record of all fees and expenses returned by them, and during the six months from April 1st to September 30, 1914, the employment agencies

throughout the state returned \$25,263.33 in fees and \$568.80 in expenses to applicants who failed to secure employment. (See Tables V, VI, VII.)

The new act went into effect at the beginning of the license year, April 1, 1914, and the agencies were required to file with the Bureau a record of all the positions furnished and fees collected by them. Records of private employment agencies filed in the office of the Bureau during the first six months following the introduction of the new law, show that these agencies furnished 101,745 positions to men, and collected \$197,349.78, or an average of \$1.49 for each position. They also furnished 24,841 positions to women and collected \$66,889.71 in fees, or an average of \$2.69 for each position. This makes a total of 126,586 positions furnished and \$264,239.50 fees collected in a period of six months. (See Tables V, VI, VII.)

In Table VIII is presented a list of the licensed agencies in the State of California.

FREE EMPLOYMENT BUREAUS.

Many bills for the establishment of free employment bureaus by the state were introduced at the last session of the legislature, but none of them became laws. One bill was passed, but was not signed, owing to the fact that this Bureau did not deem the appropriation which it carried adequate to properly conduct the offices.

The recurrence of the unemployment problem has accentuated the need of the state assisting in the distribution of labor. After several investigations made by this Bureau on the subject of unemployment, we are of the opinion that the most definite and concrete work that the state can do in helping to solve the problem is the establishment of free employment offices. We have often stated that employment offices do not create jobs, but they do bring the man and the job closer together. With a proper system of employment bureaus, less time and money would be spent by labor in seeking employment. There could also be saved to labor a large part of the \$500,000 now paid yearly in fees to private employment agencies.

The most important factor in the solution of unemployment is to conserve as much as possible the earnings of the workers, in order that these earnings may be used to tide them over until employment is found. We do not hesitate to say that the Bureau has done more constructive work in this direction than has been done by any other governmental agency in any state. In collecting for wage-earners during the past three years wages amounting to over \$170,000; in supervising the payment of wages of men engaged in seasonal employment, securing for them their wages amounting to over \$500,000; and in regulating private employment agencies so that applicants who failed to secure positions were reimbursed for fees paid and expenses incurred, we have

done the things that, in our judgment, have relieved to a very marked degree the distress of unemployment, particularly in those cases where the workers were without funds.

In order to make free employment bureaus a real success, it will be necessary to further restrict, and eventually eliminate, private employment agencies, as was done in the State of Washington, by an initiative measure, which prohibited the collection of fees from workers for the securing of employment or furnishing information leading thereto.

We recommend that the state establish free employment bureaus in at least the following cities: San Francisco, Los Angeles, Oakland, Sacramento, San Diego and Fresno, and that the legislature appropriate an amount sufficient to insure the proper conduct of these offices.

CHILD LABOR.

The child labor law was amended in 1913, along lines suggested by this Bureau. The legislature, however, failed to pass our bill regulating children employed in street trades. The principal changes in the law were the fixing of an eight hour day and forty-eight hour week for all minors under eighteen years of age, and the raising of the educational requirements to a completion of the grammar grades or attendance at night school.

The aim of this Bureau has been to secure for each child, if possible, a grammar school education. Under the amended law, children under sixteen years of age are permitted to work when provided with the following permits:

Permit to Work—Temporary, where the minor is between the ages of twelve of age and has completed the prescribed grammar school course and is physically fitted for the work contemplated.

Permit to Work—Temporary, where the minor is between the ages of twelve and fifteen years, and where the parents or guardians of the child are incapacitated through illness, or where the father has died or deserted and there are no other means of support. In such cases the permit is issued only for the time deemed necessary, and in no case for more than six months.

Age and Schooling Certificates, where the minor is between fifteen and sixteen years of age, and must have completed the prescribed grammar school course or attend night school.

Vacation Permit, where the minor is over twelve years of age, but for use only during the regular vacations of the public schools and the regular weekly school holidays.

The Bureau prepared and had printed the various forms of permits required under the new law, and distributed the same to the persons authorized to issue these permits. The law became effective on August 11, 1913, and up to the end of the school year, June 25, 1914, the following permits were issued in the state. (See Tables IX, X, XI.)

	Total	Male	Female
Age and schooling certificates.....	1,373	989	384
Permits to work—graduate.....	207	164	43
Permits to work—temporary.....	341	275	66

Of the total of 1,373 children to whom Age and Schooling Certificates were issued, 419 had graduated from the grammar grades, while 954 were obliged to attend night school. The record of nativity of these children shows that 562 were born in California, 547 were born in the rest of the United States, and 264 were foreign born. (See Table XII.)

Of a total of 207 children to whom Permits to Work—graduate—were issued, 86 were born in California, 104 in the rest of the United States and 17 in foreign countries. (See Table XIII.) Of a total of 341 children to whom Permits to Work—temporary—were issued, 166 were born in California, 132 in the rest of the United States and 43 in foreign countries. (See Table XIV.) Most of these permits were issued for a period of six months. (See Table XV.)

During the fiscal year 1914 there were filed in the bureau 173 complaints for violations of the child labor law, and during the same period 21 cases were prosecuted. During the fiscal year 1913 there were filed 108 complaints and 28 cases were prosecuted.

We believe we have the child labor problem well in hand, and that the majority of the employers are earnestly striving to live up to the law.

EIGHT HOUR LAW FOR WOMEN.

As already stated, the eight hour law for women, as originally passed, made no provision for its enforcement. This bureau assumed the responsibility and notified the employers that the law would have to be observed. In 1913 the law was amended and its enforcement placed in this department. The law was also amended to include public lodging houses, apartment houses and hospitals; exempting the graduate nurses in hospitals.

The constitutionality of the original act was attacked in what is generally known as the "Hotel case," but the law was sustained by the Supreme Court of the State of California, in *Ex parte Miller*, 162 Cal. 687. An appeal from this decision was taken to the Supreme Court of the United States, where it will be heard either in December, 1914, or January, 1915.

The amended act was attacked by the hospitals in a petition filed in the District Court of the United States for the Northern District of California, to restrain the Labor Commissioner from enforcing the law against the Merritt Hospital of Oakland. The petition was denied—*William B. Bosley et al. vs. John P. McLaughlin et al.*—and the case was appealed to the Supreme Court of the United States where it will be heard at the same time as the Miller case.

During the fiscal year 1914 there were filed 682 complaints for violation of the eight hour law for women, and 37 cases were prosecuted. During the fiscal year 1913 there were filed 473 complaints and 33 cases were prosecuted. Our records of complaints filed for

violation of this law show that hotels, apartment and lodging houses and restaurants were the principal offenders. (See Tables XVI, XVII.)

HOSPITAL FEES.

The practice of collecting hospital fees from employees was practically universal up to about two years ago. Many companies collected fees from employees and gave nothing in return. In 1913 this Bureau drafted a bill forbidding any company from deducting hospital fees unless they maintained a hospital or made proper arrangements with a hospital for the care of their employees when sick or injured. It also provided for an accounting of the fees collected. The bill, however, failed to pass, but fortunately the "Workmen's Compensation Act" was passed. Although the latter law provided for medical care to injured employees, many companies still continued to collect hospital fees for illness other than that arising out of injuries sustained in the course of employment.

When the "Workmen's Compensation Act" went into effect, many companies attempted to apply a part of the hospital fees to the payment of compensation, but this was quickly discouraged by the Industrial Accident Commission. Of course, we are unable to tell whether or not this is still practiced, owing to the fact that there is absolutely no accounting of fees collected by these companies to any governmental bureau.

An investigation of the collection of hospital fees was made by this bureau in May, 1914, and we are satisfied that most of the evils connected with it have now been wiped out, particularly the practice of hiring men for one or two days and deducting hospital fees of one dollar from their wages for that period of time.

In our investigation we secured data from 201 of the largest companies engaged in various industries in the state. Of this number, 25 maintained regular or emergency hospitals, and 85 companies had arrangements with either hospitals or doctors. Eighty-nine companies collected hospital fees; 19 of them collected less than \$1 per month, 67 collected \$1 and 3 collected \$1.25. Payment of hospital fees was obligatory in 64 companies. In 6 companies no fees were collected when the work lasted less than five days, and in 7 companies when the work lasted less than ten days. In most instances the fee was prorated for fractions of a month.

While the Bureau does not seek to discourage men from setting aside a small portion of their earnings to take care of them during sickness other than that arising from accident in the course of their employment, we are of the opinion that there should be an accounting by companies of the moneys collected out of the wages of employees, and a proper

supervision to insure that the money so collected is spent for the purpose for which it was intended, particularly in view of the fact that our investigation showed that at the present time the hospital fees collected by companies from their employees in this state amounts to over \$600,000 a year.

The subject of "Hospital Fees" is also discussed in Part II in connection with the lumber and Portland cement industries.

CAMP SANITATION.

As the result of some investigations made in 1912, this Bureau drafted a bill providing for the sanitation of camps. Under the original draft, the enforcement of the act devolved upon this Bureau, but it was amended in the legislature and the enforcement placed in the hands of the State Board of Health. The State Board of Health, however, was without funds or men to enforce the provisions of the law, so this Bureau, unwilling to see such an important piece of legislation made inoperative, notified the State Board of Health that our special agents would be used for the work. As soon as the law became effective on August 10, 1913, we sent our agents to begin the inspection in the lumber and construction camps.

One of the most important features of the act was the section providing that:

The bunks or beds shall be made of iron, canvas, or other sanitary material, and shall be so constructed as to afford reasonable comfort to the persons occupying such bunks or beds.

This Bureau maintained that wooden bunks were not sanitary and did not afford reasonable comfort, and insisted that steel or other sanitary bunks be used. As a result of our inspection, over 7,000 steel bunks have been installed, taking the places of the old vermin infested wooden bunks.

After the Bureau had set the law into operation, the Immigration and Housing Commission requested that they be permitted to take up the work in connection with their housing investigations. The request was acceded to by this Bureau.

The results of our pioneer investigations into camp sanitation are to be found in Part II, in connection with the report on lumber and Portland cement industries.

COMPLAINTS.

The Bureau has kept a systematic record of all complaints filed. Each complaint contains a statement of the alleged offense. An investigation is made in each complaint filed, and the results of this investigation recorded.

During the fiscal year 1914, complaints of various kinds to a total of 9,621 were filed, as against 4,957 complaints during the fiscal year 1913.

It is rather difficult to present the enormous amount of work entailed in investigating close to 10,000 complaints in one year. (See Tables XVIII, XIX.)

PROSECUTIONS.

As stated in our introductory remarks, the policy of the Bureau has been first to warn and then prosecute persons violating the law. It has not been our desire to prosecute merely for the purpose of making a record. Prosecutions were only resorted to when the violations were flagrant and we were obliged to maintain the effectiveness of the law.

During the fiscal year 1914, the Bureau conducted 130 prosecutions, securing 70 convictions; while during the fiscal year 1913 the prosecutions totaled 118 and the convictions 66. In most of the cases where the action was dismissed by the court, it was done at the request of the Bureau, especially in cases of non-payment of wages when the wages were paid to the complainant. (See Table XX.)

TABLE No. 1.—Wage Claims Investigated During Fiscal Year Ending June 30, 1913.
(Showing occupation and sex of complainants.)

Occupation and sex	Total for state	San Francisco office	Los Angeles office
Males:			
Actors and performers.....	71	58	13
Automobile mechanics and chauffeurs.....	45	28	19
Bakers.....	35	16	19
Barbers.....	12	9	3
Bartenders.....	23	22	1
Blacksmiths.....	15	8	7
Butchers.....	8	3	5
Cannery hands.....	16	16	
Carpenters.....	130	78	52
Clerical help.....	76	51	25
Cooks.....	119	95	24
Electricians.....	20	11	9
Engineers.....	15	8	7
Errand boys and messengers.....	55	29	26
Foremen.....	23	14	9
Foundry helpers.....	4	3	1
Gardeners.....	17	4	13
General help.....	58	28	30
Hotel help.....	36	27	9
Kitchen help.....	138	71	67
Laborers.....	574	262	312
Laundry workers.....	7	5	2
Machinists.....	34	27	7
Mechanics.....	133	55	78
Metal workers.....	12	10	2
Milkers and dairymen.....	13	7	6
Miners.....	93	76	17
Moving picture machine operators.....	3	3	
Oil well drillers.....	11	5	6
Painters.....	110	54	56
Plasterers.....	12	3	9
Plumbers.....	11	8	3
Porters and janitors.....	112	85	27
Printers.....	21	14	7
Ranch hands.....	72	26	46
Salesmen and agents.....	70	49	21
Stablemen.....	24	15	9
Stevedores.....	7	7	
Stoneworkers.....	33	8	25
Tailors.....	50	31	19
Teamsters.....	133	62	121
Waiters.....	102	62	40
Watchmen.....	21	18	3
Unclassified.....	215	121	94
Totals.....	2,839	1,590	1,249

TABLE No. 1.—Wage Claims Investigated During Fiscal Year Ending June 30, 1913.
(Showing occupation and sex of complainants)—Continued.

Occupation and sex	Total for state	San Francisco office	Los Angeles office
Females:			
Actresses and performers.....	110	88	22
Chambermaids	28	28	—
Clerical help	24	10	14
Cooks and kitchen help.....	37	16	21
Factory hands	3	2	1
Housekeepers	22	15	7
Housework, general	159	78	81
Laundry workers	13	6	7
Maids	29	10	19
Nurses	53	25	28
Saleswomen	20	12	8
Seamstresses	63	42	21
Stenographers	51	40	11
Waitresses	88	52	36
Unclassified	34	24	10
Totals	734	448	286
Recapitulation:			
Males	2,839	1,590	1,249
Females	734	448	286
Totals	3,573	2,038	1,535

TABLE No. II.—Wage Claims Investigated During Fiscal Year Ending June 30, 1913.
(Showing industries against which claims were filed.)

Industries	Total for state	San Francisco office	Los Angeles office
Agents, manufacturers	13	4	9
Bakeries	44	19	25
Barber shops	26	17	9
Blacksmith shops	15	7	8
Building material	38	9	29
Butcher shops and markets	23	16	7
Candy and confectionery	23	17	6
Cigar and cigarette factories	9	7	2
Circuses and menageries	29	11	18
Cleaning and dyeing	17	1	16
Clubs, societies, etc.	45	33	12
Construction work and general contracting	695	301	394
Dairies and creameries	32	13	19
Dressmaking, etc.	21	12	9
Furniture and cabinet work, etc.	20	8	12
Garages and repair shops	48	31	17
Hospitals	28	14	14
Hotels, apartment and boarding houses	288	195	93
Laundries	26	12	14
Light, heat and power companies	41	29	12
Liquor dealers	44	41	3
Lumber and milling	32	21	11
Manufacturers, general	47	33	14
Metal working and foundries	44	27	17
Offices	49	24	25
Oil, mining and dredging	127	95	32
Packing houses and canneries	15	14	1
Plumbing and pipe fitting	14	7	7
Printing and publishing	47	33	14
Private places	350	160	190
Promoters and brokers	21	8	13
Quarrying	6	4	2
Railroads and stages	27	18	9
Ranching	83	36	47
Real estate	99	39	60
Restaurants	378	246	132
Shipping	12	11	1
Stores, department	3	3	-----
Stores, grocery	25	15	10
Stores, other retail	100	61	39
Tailoring	78	57	21
Teaming, livery and storage	106	59	47
Telegraph and messenger service	13	10	3
Theatrical	238	145	93
Unclassified	134	115	19
Totals	3,573	2,038	1,535

TABLE No. III.—Wage Claims Investigated During Fiscal Year Ending June 30, 1914.
(Showing occupation and sex of complainants.)

Occupation and sex	Total for state	San Francisco office	Los Angeles office	Sacra- mento office	San Diego office
Males:					
Actors and performers.....	195	129	55	3	8
Automobile mechanics and chauffeurs.....	126	34	79	4	9
Bakers.....	51	24	11	15	1
Barbers.....	18	8	9	1	—
Bartenders.....	32	28	1	3	—
Blacksmiths.....	27	17	3	7	—
Butchers.....	9	2	7	—	—
Carpenters.....	363	145	169	25	24
Clerical help.....	134	69	47	15	3
Cooks.....	240	124	71	38	7
Electricians.....	30	7	17	3	3
Engineers.....	71	29	33	8	1
Errand boys and messengers.....	74	43	24	5	2
Foremen.....	47	21	16	6	1
Foundry helpers.....	23	5	5	13	—
Gardeners.....	39	13	23	1	2
General help.....	93	62	13	16	2
Hotel help.....	25	20	5	—	—
Kitchen help.....	145	57	61	22	5
Laborers.....	1,602	487	841	233	91
Laundry workers.....	35	33	1	1	—
Machinists.....	122	63	12	45	2
Mechanics.....	228	111	72	25	20
Metal workers.....	30	17	9	—	4
Milkers and dairymen.....	24	13	3	3	5
Miners.....	291	173	26	89	3
Moving picture machine operators.....	12	3	9	—	—
Oil well drillers.....	39	20	16	3	—
Painters.....	198	65	122	7	4
Plasterers.....	46	12	29	—	5
Plumbers.....	33	11	21	—	1
Porters and janitors.....	137	92	36	4	5
Printers.....	41	21	16	—	4
Ranch hands.....	208	63	67	51	27
Salesmen and agents.....	148	66	66	13	3
Stablemen.....	35	27	3	5	—
Stevedores.....	41	39	—	1	1
Stone workers.....	50	17	14	8	11
Tailors.....	62	37	23	—	2
Teamsters.....	253	78	133	26	16
Waiters.....	280	175	62	25	18
Watchmen.....	38	23	10	3	2
Unclassified.....	325	141	133	31	20
Totals.....	6,024	2,581	2,373	758	312

TABLE No. III. Wage Claims Investigated During Fiscal Year Ending June 30, 1914.
(Showing occupation and sex of complainants)—Continued.

Occupation and sex	Total for state	San Francisco office	Los Angeles office	Sacra- mento office	San Diego office
Females:					
Actresses and performers.....	155	86	43	1	25
Chambermaids.....	24	7	14		3
Clerical help.....	57	22	31	3	1
Cooks and kitchen help.....	76	34	28	10	4
Housekeepers.....	48	41		1	6
Housework, general.....	253	132	98	11	12
Laundry workers.....	54	44	6	1	3
Maids.....	82	34	47	1	
Nurses.....	153	70	52	24	7
Saleswomen.....	41	27	4	7	3
Seamstresses.....	78	42	33		3
Stenographers.....	117	62	47	6	2
Waitresses.....	125	63	48	11	3
Unclassified.....	43	20	20	3	
Totals.....	1,306	684	470	79	72
Recapitulation:					
Males.....	6,024	2,581	2,373	758	312
Females.....	1,306	684	471	79	72
Totals.....	7,330	3,265	2,844	837	384

TABLE No. IV. Wage Claims Investigated During Fiscal Year Ending June 30, 1914.
(Showing industries against which claims were filed.)

Industries	Total for state	San Francisco office	Los Angeles office	Sacra- mento office	San Diego office
Agents, manufacturers	59	24	35		
Bakeries	86	39	27	18	2
Barber shops	40	15	21	4	
Blacksmith shops	24	14	5	4	1
Building material	61	18	38	5	
Butcher shops and markets	20	14	6		
Candy and confectionery	40	22	16	1	1
Cigar and cigarette factories	17	7	8	2	
Circuses and menageries	91	63	26	2	
Cleaning and dyeing	35	12	21		2
Clubs, societies, etc.	71	21	39	8	3
Construction work and general con- tracting	1,475	373	875	129	98
Dairies and creameries	89	21	35	9	24
Dressmaking, etc.	41	23	15	1	2
Furniture and cabinet making, etc.	32	18	13	1	
Garages and repair shops	153	67	62	14	10
Hospitals	64	16	36	8	4
Hotels, apartment and boarding houses	457	256	159	33	9
Laundries	108	79	17	2	5
Light, heat and power companies	32	20	8	3	1
Liquor dealers	84	64	14	6	
Lumber and milling	50	32	6	12	
Manufacturers, general	91	33	58		
Metal working and foundries	144	49	37	56	2
Offices	76	39	32	3	2
Oil, mining and dredging	491	328	54	101	8
Packing houses and canneries	20	17		3	
Plumbing and pipe fitting	24	9	14	1	
Printing and publishing	100	64	24	8	4
Private places	596	295	236	34	31
Promoters and brokers	49	23	16	2	8
Quarrying	79	76		1	2
Railroads and stages	110	31	19	60	
Ranching	374	83	103	149	39
Real estate	203	68	113	15	7
Restaurants	686	363	204	82	47
Shipping	49	45	1	3	
Stores, department	18	9	9		
Stores, grocery	35	13	17	5	
Stores, other retail	189	66	104	8	11
Tailoring	93	54	34	1	4
Teaming, livery and storage	151	64	78	7	2
Telegraph and messenger service	28	12	13	2	1
Theatrical	371	171	143	13	44
Unclassified	219	135	53	21	10
Totals	7,330	3,265	2,844	837	384

TABLE No. V. Employment Agencies of the State. Record for six months ending September 30, 1914.
(Showing positions furnished, fees charged, refunds made, etc., by locality and class of agency.)

Class of agency (By location)	Positions furnished men			Positions furnished women			Total positions furnished		Refunds made	
	Number	Fees charged	Average fee	Number	Fees charged	Average fee	Number	Fees charged	Fees	Expenses
San Francisco—										
Commercial—	383	\$5,278 17	\$14 51	590	\$5,585 70	\$9 47	953	\$10,863 87	\$491 70	
Female	16	59 10	3 69	1,201	3,403 45	2 83	1,217	3,462 55	77 10	
General	27,688	48,111 38	1 71	1,589	4,194 35	2 64	29,257	52,305 73	3,805 35	\$144 70
Hotel	3,298	11,405 55	3 46	1,908	4,349 80	2 28	5,204	15,754 85	497 50	67 90
Oriental†	3,224	7,956 26	2 47	33	71 75	2 17	3,257	8,028 01	60 80	4 00
Teachers	34	2,019 35	59 39	43	2,050 82	47 69	77	4,070 17		
Theatrical*										
Totals	34,603	\$74,829 81	\$2 16	5,362	\$19,655 37	\$3 67	39,965	\$94,485 18	\$4,932 45	\$216 60
Los Angeles—										
Commercial	571	\$7,618 57	\$13 31	575	\$4,743 28	\$8 25	1,146	\$12,361 85	\$14 85	
Female	126	253 50	2 01	4,457	6,402 23	1 44	4,583	6,655 73	1,708 85	\$6 10
General	23,603	39,835 27	1 69	3,395	4,519 80	1 33	26,998	44,355 17	10,096 70	232 75
Hotel	4,392	8,327 67	1 90	3,003	5,797 40	1 93	7,395	14,125 07	4,420 95	7 25
Nurses	78	78 00	1 00	914	872 00	0 95	992	950 00		
Oriental†	2,006	3,308 30	1 65	25	44 80	1 78	2,031	3,350 90	132 55	
Teachers	107	6,094 17	56 85	177	7,091 15	40 06	284	13,185 32	6 18	
Theatrical*										
Totals	30,883	\$65,513 48	\$2 12	12,546	\$23,470 56	\$2 35	43,429	\$94,984 04	\$16,380 06	\$246 10
Oakland—										
Female	64	\$118 50	\$1 85	3,120	\$5,081 40	\$1 63	3,184	\$5,199 90	\$1,859 10	\$0 45
General	1,024	1,807 25	1 76	135	242 40	1 80	1,159	2,049 65	79 00	30
Oriental†	344	751 90	2 19	15	38 15	2 54	359	790 05		
Totals	1,432	\$2,677 65	\$1 87	3,270	\$5,361 95	\$1 64	4,702	\$8,089 60	\$1,938 10	\$0 75
Alameda—										
Oriental†	328	\$33 55	\$0 10	6	\$4 60	\$0 77	334	\$38 15		

*Figures are not given for theatrical agencies as the fees are based on duration of engagement, which is often indefinite.
†Returns from Oriental agencies are in most cases quite incomplete.

TABLE No. V. Employment Agencies of the State. Record for six months ending September 30, 1914—Continued.
(Showing positions furnished, fees charged, refunds made, etc., by locality and class of agency.)

Class of agency (By location)	Positions furnished men			Positions furnished women			Total positions furnished			Refunds made	
	Number	Fees charged	Average fee	Number	Fees charged	Average fee	Number	Fees charged	Fees	Expenses	
Berkeley—											
Female											
Teachers	84	\$5,015 05	\$59 70	222	\$192 38	\$0 87	222	\$192 38			
Totals	84	\$5,015 05	\$59 70	154	7,037 20	45 70	238	12,052 25	\$34 15		
Fresno—											
Commercial	2	\$35 00	\$17 50	3	\$5 00	\$1 67	5	\$40 00			
Oriental	2,736	3,068 30	1 12	148	173 75	1 17	2,884	3,242 05	\$190 25	\$22 20	
Totals	2,738	\$3,103 30	\$1 13	151	\$178 75	\$1 18	2,889	\$3,282 05	\$190 25	\$22 20	
Pasadena—											
Female	9	\$16 40	\$1 82	272	\$985 30	\$2 52	281	\$701 70	\$38 50		
Nurses				67	126 50	1 89	67	126 50			
Oriental	295	175 70	59				295	175 70	1 90		
Totals	304	\$192 10	\$0 63	339	\$811 80	\$2 39	643	\$1,008 90	\$40 40		
Sacramento—											
Female	6	\$10 50	\$1 75	161	\$213 30	\$1 32	167	\$223 80	\$15 30		
General	10,812	15,312 75	1 42	61	90 25	1 44	10,873	15,403 00	862 65	\$31 75	
Oriental	355	1,152 10	3 25	4	8 50	2 13	359	1,160 60	22 75	10 00	
Totals	11,173	\$16,475 35	\$1 48	226	\$312 05	\$1 38	11,399	\$16,787 40	\$900 70	\$41 75	
San Diego—											
Female	3	\$8 00	\$2 67	885	\$1,535 37	\$1 73	888	\$1,543 37	\$58 75		
General	2,683	6,327 75	2 36	224	343 25	1 53	2,907	6,671 00	135 00	\$3 50	
Totals	2,686	\$6,335 75	\$2 36	1,109	\$1,878 62	\$1 69	3,795	\$8,214 37	\$193 75	\$3 50	
San Jose—											
General	1,466	\$1,682 95	\$1 15	164	\$299 20	\$1 82	1,630	\$1,982 15	\$17 30		

Stockton--	6,506	\$10,059 17	\$1 55	226	\$294 08	\$1 30	6,732	\$10,353 25	\$229 35	\$1 30
General										
Oriental†										
Totals	6,506	\$10,059 17	\$1 55	226	\$294 08	\$1 30	6,732	\$10,353 25	\$229 35	\$1 30
All other towns--										
Female	28	\$17 05	\$0 61	270	\$508 90	\$1 88	298	\$525 95		
General	7,988	10,913 80	1 37	795	883 25	1 11	8,733	11,737 05	\$406 80	\$36 60
Oriental†	1,526	500 78	33	1	1 00	1 00	1,527	501 78		
Totals	9,542	\$11,431 63	\$1 20	1,066	\$1,393 15	\$1 31	10,608	\$12,824 78	\$406 80	\$36 60

*Figures are not given for theatrical agencies as the fees are based on duration of engagement, which is often indefinite.

†Returns from Oriental agencies are in most cases quite incomplete.

TABLE No. VI. Summary of Employment Agencies of the State. Record for six months ending September 30, 1914, by cities.

City	Num- ber of agencies	Positions furnished men			Positions furnished women			Total positions furnished			Refunds made	
		Number	Fees charged	Average fee	Number	Fees charged	Average fee	Number	Fees charged	Fees	Expenses	
San Francisco	65	34,603	\$74,829 81	\$2 16	5,362	\$19,655 37	\$3 67	39,965	\$94,485 18	\$4,932 45	\$216 60	
Los Angeles	67	30,883	65,513 48	2 12	12,546	29,470 56	2 35	43,429	94,984 04	16,980 08	246 10	
Oakland	12	1,432	2,677 65	1 87	3,270	5,361 95	1 64	4,702	8,039 60	1,938 10	75	
Totals	144	66,918	\$143,020 94	\$2 14	21,178	\$54,487 88	\$2 57	88,096	\$197,508 82	\$23,250 63	\$463 45	
Alameda	2	328	\$33 55	\$0 10	6	\$4 60	\$0 77	334	\$38 15			
Berkeley	3	84	5,015 05	59 70	376	7,229 58	19 23	460	12,244 63	\$34 15		
Fresno	8	2,738	3,103 30	1 13	151	178 75	1 18	2,889	3,282 05	190 25	\$22 20	
Pasadena	6	304	192 10	63	339	811 80	2 39	643	1,003 90	40 40		
Sacramento	16	11,173	16,475 35	1 48	226	312 05	1 38	11,399	16,787 40	900 70	41 75	
San Diego	12	2,686	6,335 75	2 36	1,109	1,878 62	1 69	3,795	8,214 37	193 75	3 50	
San Jose	3	1,466	1,682 95	1 15	1,164	299 20	1 82	1,630	1,982 15	17 30		
Stockton	7	6,506	10,059 17	1 55	226	294 08	1 30	6,732	10,353 25	229 35	1 30	
Totals	57	25,285	\$42,897 22	\$1 70	2,597	\$11,008 68	\$4 24	27,882	\$53,905 90	\$1,605 90	\$68 75	
All other towns	53	9,542	\$11,431 63	\$1 20	1,066	\$1,398 15	\$1 31	10,608	\$12,824 78	\$406 80	\$36 60	
Grand totals	254	101,745	\$197,349 79	\$1 94	24,841	\$66,889 71	\$2 69	126,586	\$264,239 50	\$25,263 33	\$568 80	

TABLE No. VII. Summary of Employment Agencies of the State. Record for six months ending September 30, 1914, by class of agency.

Class of agency	Num- ber of agencies	Positions furnished men			Positions furnished women			Total positions furnished		Refunds made	
		Number	Fees charged	Average fee	Number	Fees charged	Average fee	Number	Fees charged	Fees	Expenses
Commercial	20	986	\$12,931 74	\$13 82	1,168	\$10,333 98	\$8 85	2,104	\$23,265 72	\$506 55	---
Female	27	252	483 06	1 92	10,568	18,022 38	1 70	10,840	18,505 38	3,757 60	\$6 55
General	115	84,486	137,118 62	1 62	6,737	11,040 43	1 64	91,223	148,159 06	15,822 40	473 10
Hotel	12	7,690	19,733 22	2 57	4,909	10,146 70	2 06	12,599	29,879 92	4,918 45	75 15
Nurses	6	78	78 00	1 00	961	998 50	1 02	1,059	1,076 50	---	---
Oriental†	55	8,078	13,876 59	1 72	84	168 60	2 01	8,162	14,045 19	218 00	14 00
Teachers	6	225	13,128 57	58 35	374	16,179 17	43 26	599	29,307 74	40 33	---
Theatrical*	13	---	---	---	---	---	---	---	---	---	---
Totals	254	101,745	\$197,349 79	\$1 94	24,841	\$66,889 71	\$2 69	126,586	\$264,239 50	\$25,263 83	\$563 80

*Figures are not given for theatrical agencies as the fees are based on duration of engagement, which is often indefinite.

†Returns from Oriental agencies are in most cases quite incomplete.

TABLE No. VIII. Employment Agencies of the State. List of Agencies Granted State Licenses Since April 1, 1914.

AGENCIES IN CITIES OF FIRST, FIRST AND ONE HALF AND SECOND CLASSES.

SAN FRANCISCO.

License No.	
36.	Andre Employment Agency.
185.	Berlin-Walsh Co., Inc.
130.	Blake and Amber Amusement Agency.
56.	Boynton-Esterly Teachers' Agency.
35.	Business Men's Registrar.
7.	California Hotels Employment Agency.
72.	Clerical Reference Association.
44.	Commercial Expert Company.
47.	Cosmopolitan Employment Agency.
248.	Dailey, Wm. R.
6.	Day, Mrs. M. E.
46.	Dillon, Josephine B.
190.	Dixon-Fogarty Employment Agency.
10.	Downing, Emil.
1.	Duperu & Company.
206.	Empire Employment Agency.
261.	Entertainer's Exchange.
42.	Ewer & Company, W. D.
191.	Exposition Employment Bureau.
48.	Gibbs & Company, Inc.
31.	Henry's Theatrical Exchange.
167.	International Employment Agency.
115.	Keeler Hotel Employment Bureau.
199.	Kennedy & Drechsler, Inc.
158.	Knight's Employment Agency.
136.	Lagarde, Nydia.
37.	Lambert, Mrs. Marguerite.
30.	Levey Circuit, Bert.
223.	Loew Western Booking Agency, Marcus.
71.	Louise, Madam.
13.	Marchand's Employment Bureau.
219.	McCarthy, Mrs. M. T.
9.	McClellan & Woodward.
165.	Midgley's Hotel Managers' Exchange.
2 and 3.	Murray & Ready (two agencies).
129.	Norton Employment Agency.
70.	Olcott, R. H.
225.	Owl Employment Agency.
8.	Pacific Audit and System Company.
153.	Pacific Booking Agency.
227.	Pacific Teachers' Agency and Pacific Service Company.
192.	Phillips Employment Agency.
45.	Plunkett, Kate.
183.	Reliable Employment Agency.
67.	Rockhurst Center Investigated Service Bureau.
*193.	San Francisco Employment Labor Bureau.
247.	San Francisco Hotelmen's Association.
184.	Sullivan's Employment Agency.
240.	Treacy's Employment Agency.
221.	United Employment Agency.
38.	Weaver, J. C.
156.	Western Hotel Reporter.
73.	Western Labor Bureau.
210.	Western States Vaudeville Association.
Oriental.	
14.	Grant Employment Agency.
154.	Hatsumi Employment Agency, Oscar.
18.	Hori & Company.
201.	Kinney Chinese Employment Bureau.
12.	Knoph, A. N.
74.	Minamide Chinese Employment Office, K.
155.	New Grant Employment Agency.
66.	Oriental Employment Agency.
76.	Shiozaki Japan-American Employment Agency, H. J.
118.	Star Employment Office.
11.	Tamura Japanese and Chinese Employment Office, T.

*Retired from business.

TABLE No. VIII. Employment Agencies of the State. List of Agencies Granted State Licenses Since April 1, 1914—Continued.

LOS ANGELES.

License No.

- 245. American Business Men's Association.
 - *22. Anderson's Employment Agency.
 - 124. Baxter Employment Agency, The.
 - 112. Big Four Employment Agency.
 - 94. Boynton-Esterly Teachers' Agency.
 - 125. Broadway Employment Agency.
 - 251. California Audit and Adjustment Company.
 - 113. California Commercial Service Company.
 - 19. California Hospital Nurses' Directory, Inc.
 - 162. California Teachers' Bureau.
 - 100. Coleman's Employment Office, J. W.
 - 256. Company of Public Stenographers.
 - 106. Dady Amusement Circuit, O. Bassells.
 - 21. Dygert, Mrs. M. A.
 - 161. Educational Business Company.
 - 105. Educational Expert Company
 - 111. Fidelity Theatrical Exchange.
 - 15. Flisk Teachers' Agency.
 - 104. Harkness & Hunter Employment Agency.
 - 23. Hawley Employment Agency.
 - 103. Henderson Employment Agency.
 - 77. Hummel Brothers & Company.
 - 242. Independent Theatrical Exchange.
 - 222. International Employment Agency.
 - 258. James, W. A. L.
 - 252. Levey Vaudeville Circuit, Bert.
 - 174. Lyons & Beavis.
 - 25. Martin & Shaw.
 - 160. Middleton's Nurses' Directory.
 - 196. Motor Service Bureau, The.
 - 4 and 5. Murray & Ready (two agencies).
 - 116. Nurses' Central Registry.
 - 126. Pacific Audit and System Company, Inc.
 - 120. Pacific Automatic Employment Company, The.
 - 119. Pacific Coast Hotel and Apartment Record.
 - 97. Pacific Employment Agency.
 - 175. Pacific Service Company.
 - 90. Parks Vaudeville and Booking Exchange.
 - 96. Patten's Employment Office, Mrs.
 - 143. Plaza Employment Agency.
 - 95. Progressive Household Club.
 - 79. Red Crossing Employment Agency.
 - 176. Reed Employment Agency.
 - 89. Reference Association of California.
 - 101. Rodriguez, Ricardo.
 - 141. Ruehl & Company, E. H.
 - 195. Saunders-Walters Stenographic Company.
 - 209. Silverthorne Nurses' Directory.
 - 91. Smith's Employment Agency.
 - 117. Swedish and German Employment Agency.
 - 50. Tourist and Hotel Reporter.
 - 92. Trimble's Employment Agency.
 - 49. Tucker's Hotel and Restaurant Employment Agency.
- Oriental.**
- 177. A. B. Employment Agency.
 - 142. Abe Japanese Employment Agency.
 - 228. Oahuenga Employment Agency.
 - 98. Eagle Japanese Employment Agency.
 - 20. Fugi Employment Agency.
 - 110. Ibusuki Japanese Employment Agency, T.
 - 208. Ito's Employment Agency.
 - 16. Japanese A. B. C. Employment Agency.
 - 102. Japanese Central Employment Agency.
 - 24. Japanese Los Angeles Employment Agency.
 - 109. Kamiya Oriental Employment Agency, M.
 - 99. Pacific Japanese A. A. A. Employment Bureau, The.
 - 127. Sumi's Japanese Employment Agency.
 - 78. Sunset and Cherry Day Work Employment Agency.
 - 231. Sunset Employment Agency.

TABLE No. VIII. Employment Agencies of the State. List of Agencies Granted State Licenses Since April 1, 1914—Continued.

OAKLAND.

License No.

- 114. Johnson & Kerr.
 - 207. Nelson's Employment Agency, Mrs.
 - 146. Oakland Employment Agency.
 - *17. Oswald's Employment Agency, Mrs. J.
 - 54. People's Employment Agency, The.
 - 43. Success Employment Agency.
 - 80. Swift Employment Agency.
 - 204. Woman's Employment Exchange.
- Oriental.**
- 173. Japanese and Chinese Employment Agency.
 - 139. Japanese Employment Agency of Nippon Home.
 - 128. Orient Employment Agency.
 - 226. Yuen Employment Agency, Chas.

AGENCIES IN CITIES OF THIRD AND FOURTH CLASSES.**ALAMEDA.**

- 164. Hiroshimaya.
- 68. Rokutani Employment Agency.

BERKELEY.

- 237. Berkeley Employment Bureau.
- 52. Fisk Teachers' Agency, The.
- 121. McNeill Teachers' Agency.

FRESNO.

- 257. Central California Employment Agency.
- 253. Fresno Employment Agency.
- 166. Golden West Employment Agency.
- 39. Home Employment Office.
- 159. People's Employment Agency.
- 214. Powell Employment Agency, R. A.
- 181. Quong Sing Chong Company.
- 182. San Joaquin Employment Agency.
- 34. Wright's Employment Agency.

PASADENA.

- 229. General Employment Agency.
- 238. McAdam Employment Agency.
- 27. Mikado Employment Agency.
- 255. People's Employment Agency.
- 26. Registry for Undergraduate Nurses.
- 93. Weylandt's Employment Agency, Mrs. Chas. J.
- 28. Yamato Employment Agency.

SACRAMENTO.

- *55. Bruening & Company, W. E.
- 213. Capital Employment Agency.
- 53. Central Employment Agency.
- 83. Hong Kong Employment Agency.
- 169. Ideal Employment Agency.
- 88. Murray & Ready.
- 82. Nippon Employment Agency.
- 170. Pacific Coast Labor Bureau.
- 29. Red Cross Employment Office.
- 81. Shirokane Employment Agency.
- †75. St. George Labor Agency.
- 149. Standard Employment Agency.
- 148. Sunrise Employment Agency.
- 140. Tremont Employment Agency.
- 168. Western Labor Bureau.
- 122. Wide Awake California Employment Agencies, Inc.

SAN DIEGO.

- 64. Commercial Exchange.
- 84. Essex Employment Agency.
- 219. Golden West Employment Agency.
- 135. Old Reliable Employment Agency.
- 230. Pacific Coast Employment Agency.
- 61. Pioneer Employment Agency.
- 63. Plaza Employment Agency.
- 62. San Diego Employment Agency.
- 85. Star Employment Agency.
- 65. Western Employment Agency.
- 86. Women's Social Service.
- 87. Y. W. C. A.

*Retired from business. †License canceled.

TABLE No. VIII. Employment Agencies of the State. List of Agencies Granted State Licenses Since April 1, 1914—Continued.

SAN JOSE.

License No.

- 186. Garden City Employment Agency.
- 133. Progressive, The.
- 205. United Employment Agency.

STOCKTON.

- 246. Furuya Japanese Employment Agency.
- 59. Independent Employment Agency.
- 58. King's Employment Agency.
- 215. Logan's Employment Agency.
- 40. Reyner's Employment Agency.
- 33. Steele's Employment Agency.
- 147. Williams & Company.

AGENCIES IN ALL OTHER CITIES AND TOWNS.

ANTIOCH.

- 234. Antioch Employment Agency.

BAKERSFIELD.

- 200. Kern Valley Employment Bureau.
- †151. Morris' Employment Agency, Edd.
- *172. Northern Employment Agency, The.
- 203. Odell Employment Agency.
- 244. Whitaker Employment Agency.

CARPINTERIA.

- 239. Hachiya Employment Agency.
- 233. Suminaga, George.

CHICO.

- 131. California Employment Agency.
- 218. Wide Awake Employment Agency.

CUCAMONGA.

- 198. Iwasaki Employment Agency, T.

EL CENTRO.

- 202. People's Employment Office.
- 254. Pioneer Employment Agency.
- 250. Imperial Valley Employment Agency.

EUREKA.

- 51. Hayden Employment Agency.
- 57. Kerr, J. W.
- 134. Metropole Employment Agency.

IMPERIAL.

- 137. Honaker Employment Agency.

LIVERMORE.

- 241. Mint Employment Agency.

LODI.

- 60. Lodi Employment Agency.

LONG BEACH.

- 144. Japanese Arks Employment Agency.
- 145. Mikado Employment Agency.
- 178. Panama Employment Agency.
- 163. Togo Japanese Employment Agency.

MARYSVILLE.

- 32. Marysville Employment Agency.

MERCED.

- 41. Warfield Employment Agency, C. A. H.

MODESTO.

- 106. Modesto Employment Agency.

NORTH POMONA.

- 236. Sasaki, Frank C.

OCEAN PARK.

- 188. Hollywood Employment Agency.

ONTARIO.

- 150. Narod Employment Agency.

REDDING.

- *123. Gray's Employment Agency.
- 69. Nichol's Employment and Intelligence Bureau.
- 216. Northern California Employment Agency.

REDLANDS.

- 250. 1897 Employment Agency.
- 107. Rivera, A. A.

RIVERSIDE.

- 212. Reliable Employment Agency.

*Retired from business. †License canceled.

TABLE No. VIII. Employment Agencies of the State. List of Agencies Granted State Licenses Since April 1, 1914—Continued.

SALINAS.

License No.

152. Shaw's Employment Agency, Ohas.

SAN BERNARDINO.

194. Boesenberg & Son, F.

179. Preciado's Employment Agency, A. F.

220. Tafolla & Company, A. M.

SAN MATEO.

138. Lindsay, Mrs. Mary J.

SANTA ANA.

224. Palace Employment Agency.

132. Santa Ana Employment Agency.

SANTA BARBARA.

187. Associated Charities of Santa Barbara.

197. Fujitsubo & Company, S.

157. Japanese Employment Agency.

232. Palmer's Employment Agency.

243. Santa Barbara Employment Agency.

SANTA MONICA.

217. Ocean Park Japanese Employment Agency.

211. Yoshimoto, H. B.

SANTA PAULA.

235. Sakyo, Y.

SANTA ROSA.

261. Murphy, Will C.

TAFT.

180. Durst Employment Agency, The.

VISALIA.

171. Howell's Employment Agency.

(EAST) WHITTIER.

189. Tsukifuji, Frank.

TABLE No. IX. Age and Schooling Certificates Issued in the State, for Period August 10, 1913, to June 25, 1914.

(Showing sex and schooling, by counties.)

County	Total certifi- cates issued	Total (15 years)		Graduate (15 years)			Non-graduate (15 years)		
		Male	Female	Total	Male	Female	Total	Male	Female
Alameda	33	22	11	10	8	2	23	14	9
Alpine									
Amador									
Butte	6	4	2	1	1		5	3	2
Calaveras	1		1				1		1
Colusa									
Contra Costa	6	5	1	3	3		3	2	1
Del Norte									
El Dorado									
Fresno	30	20	10	4	4		26	16	10
Glenn									
Humboldt	12	12		5	5		7	7	
Imperial	1	1					1	1	
Inyo									
Kern	2		2	1		1	1		1
Kings									
Lake									
Lassen									
Los Angeles	570	414	156	224	151	73	346	263	83
Madera	1	1					1	1	
Marin	2	2		2	2				
Mariposa									
Mendocino									
Merced									
Modoc									
Mono									
Monterey									
Napa									
Nevada									
Orange									
Placer	1	1					1	1	
Plumas									
Riverside	3	3		1	1		2	2	
Sacramento	109	62	47	35	13	22	74	49	25
San Benito									
San Bernardino									
San Diego	46	41	5	22	20	2	24	21	3
San Francisco	490	350	140	92	67	25	398	283	115
San Joaquin	7	7		3	3		4	4	
San Luis Obispo									
San Mateo	2	2					2	2	
Santa Barbara	6	5	1	1	1		5	4	1
Santa Clara	22	21	1	2	2		20	19	1
Santa Cruz									
Shasta	2		2	2		2			
Sierra									
Siskiyou									
Solano	6	6		2	2		4	4	
Sonoma	3	2	1				3	2	1
Stanislaus									
Sutter									
Tehama									
Trinity									
Tulare	3	2	1	1		1	2	2	
Tuolumne	1	1		1	1				
Ventura	3	1	2	3	1	2			
Yolo	5	4	1	4	3	1	1	1	
Yuba									
Totals	1,373	989	384	419	288	131	954	701	253

TABLE No. X. Permits to Work (Graduate) issued in the State, for Period August 10, 1913, to June 25, 1914.

(Showing sex and age, by counties.)

County	Total permits issued	Male				Female			
		Total	12 years	13 years	14 years	Total	12 years	13 years	pc.
Alameda	3	2			2	1			
Alpine									
Amador									
Butte	1	1			1				
Calaveras									
Colusa									
Contra Costa									
Del Norte									
El Dorado									
Fresno	7	2		1	1	5			
Glenn									
Humboldt	3	3	1	2					
Imperial									
Inyo									
Kern									
Kings									
Lake									
Lassen									
Los Angeles	119	96	1	15	80	23			
Madera									
Marin									
Mariposa									
Mendocino									
Merced	1	1		1					
Modoc									
Mono									
Monterey									
Napa	1	1			1				
Nevada									
Orange									
Placer									
Plumas									
Riverside	1	1			1				
Sacramento	1					1			1
San Benito									
San Bernardino									
San Diego	8	7			7	1			1
San Francisco	38	33		3	30	5			5
San Joaquin	1					1			1
San Luis Obispo									
San Mateo									
Santa Barbara	11	6	1	1	4	5	3	1	1
Santa Clara	4	3			3	1			1
Santa Cruz									
Shasta									
Sierra									
Siskiyou									
Solano	1	1			1				
Sonoma									
Stanislaus									
Sutter	2	2			2				
Tehama									
Trinity									
Tulare									
Tuolumne									
Ventura	5	5	1	4					
Yolo									
Yuba									
Totals	207	164	4	27	133	43	3	1	39

TABLE NO. XI. Permits to Work (Temporary) Issued in the State, for Period
August 10, 1913, to June 25, 1914.
(Showing sex and age, by counties.)

County	Total permits issued	Male				Female			
		Total	12 years	13 years	14 years	Total	12 years	13 years	14 years
Alameda	12	11	1		10	1			1
Alpine									
Amador									
Butte									
Calaveras	1	1		1					
Colusa									
Contra Costa	3	3			3				
Del Norte									
El Dorado	1	1			1				
Fresno	7	4			4	3			3
Glenn									
Humboldt	4	2			2	2		1	1
Imperial	3	3	1	1	1				
Inyo									
Kern	1	1			1				
Kings									
Lake									
Lassen									
Los Angeles	66	52	3	3	46	14	1	2	11
Madera									
Marin									
Mariposa									
Mendocino	1	1		1					
Merced									
Modoc									
Mono									
Monterey									
Napa									
Nevada									
Orange	1	1		1					
Placer									
Plumas									
Riverside	5	4	1		3	1	1		
Sacramento	14	7			7	7			7
San Benito									
San Bernardino									
San Diego	48	46	5	13	26	2		1	1
San Francisco	146	116	8	29	79	30	1	7	22
San Joaquin									
San Luis Obispo									
San Mateo									
Santa Barbara	1	1			1				
Santa Clara	12	8		3	5	4			4
Santa Cruz	2	2			2				
Shasta									
Sierra									
Siskiyou									
Solano	8	8	1	2	5				
Sonoma	4	2			2	2			2
Stanislaus									
Sutter									
Tehama									
Trinity									
Tulare	1	1		1					
Tuolumne									
Ventura									
Yolo									
Yuba									
Totals	341	275	20	55	200	66	3	11	52

TABLE No. XII. Age and Schooling Certificates issued in the State, for Period August 10, 1913, to June 25, 1914.
(Showing sex and schooling, by countries of birth.)

Country of birth	Total graduate and non-graduate			Graduate			Non-graduate		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
California	562	418	144	169	122	47	398	296	97
Rest of United States	547	398	154	206	139	67	341	254	87
Austria-Hungary	20	18	2				20	18	2
British Isles	42	31	11	17	11	6	25	20	5
Canada	17	12	5	7	4	3	10	8	2
France	6	4	2				6	4	2
Germany	16	12	4	4	3	1	12	9	3
Italy	60	37	23	3	2	1	57	35	22
Mexico	19	14	5	1	1		18	13	5
Russia	48	28	20	4	1	3	44	27	17
Scandinavia	8	6	2	3	2	1	5	4	1
Spain	9	5	4	2	1	1	7	4	3
Miscellaneous	19	11	8	3	2	1	16	9	7
Totals	1,373	989	384	419	288	131	954	701	253

TABLE No. XIII. Permits to Work (Graduate) issued in the State, for Period August 10, 1913, to June 25, 1914.
(Showing sex, by countries of birth.)

Country of birth	Total	Male	Female
California	86	72	14
Rest of United States	104	79	25
Austria-Hungary	1		1
British Isles	3	2	1
Canada	1	1	
Germany	2	1	1
Italy	1	1	
Mexico	1	1	
Russia	1	1	
Miscellaneous	7	6	1
Totals	207	164	43

**TABLE No. XIV. Permits to Work (Temporary) Issued in the State, for Period
August 10, 1913, to June 25, 1914.
(Showing sex, by countries of birth.)**

Country of birth	Total	Male	Female
California	166	133	33
Rest of United States	132	110	22
Austria-Hungary	4	4	
British Isles	5	5	
Canada	4	3	1
Germany	5	5	
Italy	5	4	1
Mexico	4	3	1
Russia	8	3	5
Miscellaneous	8	5	3
Totals	341	275	66

**TABLE No. XV. Permits to Work (Temporary) Issued in the State, for Period
August 10, 1913, to June 25, 1914.
(Showing period of time for which issued.)**

Period of time for which issued	Total	Male	Female
Under 1 month	20	18	2
1 month and over, but under 3 months	35	27	8
3 months and over, but under 6 months	89	68	21
6 months	167	140	27
Not stated	30	22	8
Totals	341	275	66

TABLE No. XVI. Complaints for Violation of Eight Hour Law for Women Filed With Bureau and Investigated During Fiscal Year Ending June 30, 1914.
(Showing industries against which complaints were filed.)

Industries	Total for state	San Francisco office	Los Angeles office	Sacramento office	San Diego office
Automobile dealers	5	4			1
Bakeries	15	10	4	1	
Candy and confectionery	16	7	5	4	
Cleaning and dyeing	6	4	2		
Dry goods, clothing, etc., stores	40	27	10	2	1
Grocery stores and markets	6	2	4		
Hair dressing parlors	6	4	2		
Hospitals and sanitarium	47	31	13	2	1
Hotels, apartment and boarding houses	184	106	58	16	4
Laundries	41	27	13	1	
Manufacturing, general	15	5	10		
Millinery	13	7	6		
Photograph galleries	6	2	4		
Printing and publishing	12	7	4	1	
Public service corporations	7		7		
Restaurants	121	48	68	5	
Retail stores, general	47	26	16	5	
Tailoring and dressmaking	25	10	13	2	
Theaters	4		4		
Unclassified	66	43	21	1	1
Totals	682	370	264	40	8

TABLE No. XVII. Complaints for Violation of Eight Hour Law for Women Filed With Bureau and Investigated During Fiscal Year Ending June 30, 1913.
(Showing industries against which complaints were filed.)

Industries	Total for state	San Francisco office	Los Angeles office
Automobile dealers	6	4	2
Bakeries	15	12	3
Candy and confectionery	14	14	
Cleaning and dyeing	7	1	6
Dry goods, clothing, etc., stores	34	31	3
Grocery stores and markets	5	2	3
Hair dressing parlors	3	3	
Hospitals and sanitarium	3	3	
Hotels, apartment and boarding houses	139	115	24
Laundries	29	27	2
Manufacturing, general	18	15	3
Millinery	8	5	3
Photograph galleries	3	2	1
Printing and publishing	8	8	
Public service corporations	4	2	2
Restaurants	64	28	36
Retail stores, general	41	34	7
Tailoring and dressmaking	24	19	5
Theaters	6	6	
Unclassified	39	30	9
Totals	470	361	109

TABLE No. XVIII. Record of Complaints Filed With Bureau and Investigated During Fiscal Year Ending June 30, 1914.

Nature of complaint	Total for state	San Francisco office	Los Angeles office	Sacramento office	San Diego office
Child labor	37	34	3		
Eight hour law for women	173	65	81	20	7
Eight hour law—public work	682	370	264	40	8
Eight hour law—underground work	46	11	31	2	2
Employment agencies—license	14	6	2	4	2
Employment agencies—misrepresentation	31	22	8	1	
Medical cabinet law	923	435	323	140	25
Non-payment of wages	35	35			
Sanitation	7,330	3,265	2,844	837	384
Scaffolding, flooring, etc.	135	76	50	1	8
Seats for females	94	49	31	5	9
Ten hour law for drug clerks	12	7	5		
Weekly day of rest	9	5	4		
General	22	16	6		
	78	63	1	10	4
Totals	9,621	4,459	3,653	1,060	449

TABLE No. XIX. Record of Complaints Filed With Bureau and Investigated During Fiscal Year Ending June 30, 1913.

Nature of complaint	Total for state	San Francisco office	Los Angeles office
Child labor	13	10	3
Eight hour law for women	108	84	24
Eight hour law—public work	470	361	109
Eight hour law—underground work	16	6	10
Employment agencies—license	2	2	
Employment agencies—misrepresentation	72	55	17
Non-payment of wages	479	359	120
Sanitation	3,573	2,038	1,535
Scaffolding, flooring, etc.	59	58	1
Seats for females	25	21	4
Ten hour law for drug clerks	9	8	1
Weekly day of rest	3	3	
General	78	66	10
	50	45	5
Totals	4,957	3,118	1,839

TABLE No. XX. Record of Prosecutions Conducted by the Bureau During Two Fiscal Years Ending June 30, 1914.

Nature of offense	Fiscal year 1913-14			Fiscal year 1912-13		
	Number of prosecutions.	Disposition of cases		Number of prosecutions.	Disposition of cases	
		Convicted.	Dismissed.		Convicted.	Dismissed.
Blower law				1	1	
Child labor law	21	18	3	28	22	6
Eight hour law for women	37	26	11	33	23	10
Eight hour law—public work				1		1
Eight hour law—underground work	1	1		2		2
Employment agency law—license	6	4	2	11	9	2
Employment agency law—misrepresentation				3	1	2
Misrepresentation as to strikes	1	1				
Payment of wage law	47	7	39	18	6	11
Pay check law	2	1	1	1		1
Scaffolding, flooring, etc., laws	14	12	2	1		1
Ten hour law for drug clerks				3	2	1
Union card—unlawful use of				1	1	
Weekly day of rest law				2	1	1
Totals	129	70	58	105	66	38
*Vending at night law	1		1	13		13
Totals	130	70	59	118	66	51

*These cases were against newsboys, and this Bureau did not desire to obtain convictions against the boys. The arrests were made more in the nature of a warning.

PART II.

THE LUMBER INDUSTRY IN CALIFORNIA.
THE PORTLAND CEMENT INDUSTRY IN CALIFORNIA

THE LUMBER INDUSTRY IN CALIFORNIA.

A Survey of Labor, Living and Other Conditions.

PART I.—GENERAL.

During a visit of the State Labor Commissioner to the railroad construction camps in the northern part of the state, he was impressed with the insanitary condition surrounding the camps in which laborers were housed, and the total disregard of the employers for the health and comfort of their employees. Men were found sleeping on hard bunks, in open tents, with three feet of snow on the ground, the employer not even furnishing straw for bedding.

In the past, little or no attention has been paid to the men hidden away in the mountains and forests, building our railroads, our irrigation systems and power plants, and cutting our timber. They have often been treated as so many cattle. The camps provided for them were makeshifts, unclean and insanitary, with practically no accommodations.

In view of these circumstances, this Bureau prepared a bill, which became a law on August 10, 1913, providing for the sanitation of camps. This act reads, in part, as follows:

Section 1. In or at any camp where five or more persons are employed, the bunkhouses, tents and other sleeping places of such employees shall be kept in a cleanly state, and free from vermin and matter of an infectious and contagious nature, and the grounds around such bunkhouses, tents or other sleeping places shall be kept clean and free from accumulations of dirt, filth, garbage and other deleterious matter.

Section 2. Every bunkhouse, tent or other sleeping place used for the purpose of a lodging or sleeping apartment in such camp, shall contain sufficient air space to insure an adequate supply of fresh air for each person occupying such bunkhouse, tent or other sleeping place. The bunks or beds shall be made of iron, canvas or other sanitary material, and shall be so constructed as to afford reasonable comfort to the persons occupying such bunks or beds.

Section 3. It shall be the duty of any person, firm, corporation, agent or officer of a firm or corporation employing persons to work in or at such camps and the superintendent or overseer in charge of the work in or at such camps to carry out the provisions of sections 1 and 2 of this act.

(Chapter 182, Statutes 1913.)

The bill was originally drafted to be enforced by this Bureau, but was amended and its enforcement was placed under the State Board of Health. The Wheatland riot had occurred on August 3d, seven days prior to the effective date of the Camp Sanitation Act, thus focusing public attention on the matter of camp conditions and showing the urgent need for supervision and regulation.

Having initiated the only law on the statute books on this subject, this Bureau undertook an investigation of the camps throughout northern California, and, by an arrangement with the State Board of Health, also undertook the enforcement of this law. This was begun on August 10th, and was concluded at Christmas, 1913, at which time all the logging camps, which had not closed down, had been visited.

Construction and railroad camps were also included in the ~~task~~ of inspection.

This Bureau assigned J. W. Atkins, Special Agent, to ~~make this~~ pioneer inspection of the lumber industry, and the results of ~~his investi-~~gations are presented in this survey.

The enforcement of the Camp Sanitation Law was confined ~~to the~~ northern part of the state.

Authority. Under the act creating this bureau (Act No. 1828, Statutes 1883), it is specifically authorized, among other things, to collect and present, in biennial reports, statistical details relating to the hours and wages of labor, cost of living, the number, age, sex, and conditions of persons employed, the nature of their employment, the extent to which the apprenticeship system prevails in the various industries, the number of hours of labor per day, the average length of time employed per annum, the net wages received in each of the industries, the number and conditions of the unemployed, their age, sex and nationality, together with the cause of their idleness, the sanitary conditions of lands, workshops, dwellings, the number and size of rooms occupied by the poor, the cost of rent, fuel, food, clothing and water in each locality of the state, the extent to which labor saving processes are employed to the displacement of hand labor, the number and condition of the Chinese in the state, their social and sanitary habits, as well as other facts pertaining to labor and manufactures.

The act forbids the use of the names of individuals, firms and corporations supplying information in the reports of this Bureau; hence, the data here submitted has been made as impersonal as possible. The intention has been to submit plain facts with relation to the subjects discussed and affecting the labor conditions in the lumber industry.

This Bureau is specifically charged with the enforcement of various laws, particularly the "Employment Agency Law," the act relating to the "Sanitation and Ventilation of Factories and Workshops," the "Child Labor Law," and the "Eight Hour Law for Women." An examination of the act creating this Bureau, together with the various laws here enumerated, will make it evident that this Bureau has ample power to conduct, at any time, such an investigation and to enforce such laws as are here enumerated.

Special agents have access to all places and works of labor while in the performance of their duties, and in the enforcement of the two last



Interior of a permanent bunkhouse, as found by the special agent, furnished with "dops," and wooden bunks or "primitive, temporary wooden nests—vermin incubators—to stable human beings, who are forced by necessity to occupy them."

named acts they "have all the powers and authority of sheriffs or other peace officers, to make arrests for violations of the provisions of this act, and to serve any process or notice throughout the state."

Statistical. Census returns for 1909, from all manufacturing establishments in the United States, give the relative importance of the leading industries as follows:

Industries	No. of establishments	Average number of wage earners	Value of products	Value added by manufacture
Slaughtering and meat packing.....	1,641	89,728	\$1,370,568,101	\$167,740,317
Foundry and machine shop products...	13,253	531,011	1,228,475,148	688,464,009
Lumber and timber products.....	40,671	695,019	1,156,128,747	648,011,168
Iron and steel, steel works and rolling mills	446	240,076	985,722,534	328,221,578

From the above table, it may be seen that a much larger number of persons are employed in the production of "lumber and timber products" than in any other single manufacturing industry in this country.

In accordance with chapter 255, statutes of 1913, this Bureau of Labor Statistics undertook this year (1914) to compile the annual state census of manufactures. Blanks for the purpose of securing statistics were mailed to all manufacturing establishments.

The returns, as compiled from the reports received in the lumber and other industries, are elsewhere tabulated. A large number of manufacturers failed to comply with the law, and in consequence the showing in this industry is not as good as it should be.

From these reports a comparative table has been compiled, showing the amount of payments to wage-earners of the twelve largest companies in the state for 1913. It is here submitted in order that the public may secure some conception of the importance of this industry.

These figures reflect the extensive and efficient organizations that are maintained by these and other companies to manufacture and dispose of their output:

Comparative Statement of Employees and Wages of the Principal Lumber Companies in California for 1913.

Rank	Officers of corporations	Superintendents and managers	Salaries ¹	Clerks, stenographers, salesmen and other salaried employees	Salaries	Payments to wage earners, including piece workers	Totals—salaries and wages
1	6	14	\$81,500	38	\$63,000	\$1,233,040	\$1,377,540
2	1	8	52,500	39	38,098	771,220	861,818
3		10	24,900	36	42,710	766,143	833,753
4	5	8	45,780	12	30,000	727,000	802,780
5	4	6	41,320	39	33,584	520,222	595,126
6		5	18,700	26	17,763	490,166	526,629
7	3	2	17,399	5	8,500	386,228	412,127
8	3	4	25,500	6	9,120	304,999	339,619
9		4	18,000	10	10,900	298,890	327,790
10		5	13,535	10	11,458	275,377	300,370
11		2		9	15,590	283,878	299,468
12	1	2	12,250	5	6,060	230,444	248,754

¹Combined salaries of officers and managers.

²Salaries of superintendents and managers.

³Combined reports of one company.

The reports of eleven of these companies show a variation in the total number of employees on their pay rolls, from 5,932 in January, 1913, to a maximum of 10,957 in July, 1913. The average of these two extremes approximates for these eleven companies to one half of the total number (18,560) of wage earners of all companies of whom statistics of wages were secured. These statistics were obtained for the purpose of determining the average wage in each occupation.

Four of these companies are located in the redwood districts, while eight are in the pine districts.

Comparative Statement of the Number of Wage Earners, on the 15th or 31st Days of Each Month of 1913, as Shown by the Reports of Principal Lumber Companies of California.

No.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
1	1,394	1,596	1,743	1,798	1,728	1,642	1,656	1,522	1,497	1,258	1,397	1,564
2	610	517	603	1,376	1,398	1,303	1,356	1,299	1,171	823	686	474
3	779	751	743	1,451	1,400	1,544	1,628	1,573	1,377	1,322	1,152	819
4	720	727	740	1,047	1,080	1,025	1,100	990	935	945	920	636
5	628	686	722	760	800	805	850	849	854	808	773	766
6	700	764	795	835	844	843	839	850	813	706	760	770
7	292	271	289	221	652	684	709	654	598	551	310	224
8	122	138	170	482	871	1,120	1,265	1,116	1,117	676	159	82
9												
10	399	551	551	602	567	577	1561	1584	1523	1508	1525	1510
11	186	180	188	222	463	490	478	458	417	332	188	156
12	122	111	155	422	528	545	515	471	438	414	200	70
	5,232	6,232	6,700	9,216	10,331	10,638	10,957	10,295	9,770	8,463	7,130	6,071

¹For year 1912.

²For year 1914.

Returns from smaller lumber companies, than those here tabulated, show a much greater variation in the number employed in January and July. Evidently it is by virtue of their more thorough organization and trade connections that the larger companies are enabled to operate throughout the year.

One report states: "In the production or manufacture of lumber, the greater part of the work is not done in a factory, but, beginning with the falling of the trees in the woods, includes a greater proportion of handling expense and transportation."

Handling expense and the present prohibitive freight rates, result in the almost total loss of the waste fuel wood produced in logging operations, and amounting in value to thousands of dollars annually. If the transportation charges were reduced, a large number of men could secure work in the manufacturing and shipping of cord wood, and the cost of fuel in the cities would be greatly reduced.

It is hard to conceive of the enormous quantities of wood fuel which is left behind to rot, to furnish material for forest fires, or to be burnt over at the close of the season when the "slashings" are destroyed by some companies.

Statistics show that of the trees which are felled, thirteen per cent of them are left to rot as stump, top and branches; at the sawmill, forty-three per cent of the trees which are felled go into sawdust, bark, slabs, and so on; two per cent are lost in seasoning; three per cent in planing and finishing; four per cent more goes into the kindling heap when a house is built. Only thirty-five per cent of the cut trees emerge in the form of a building, and when the carpenters are careless the proportion is less than that.

The "Thirteenth Census of the United States for 1910," has to say of lumber and timber products in California:

This industry embraces logging operations, sawmills, planing mills, and establishments engaged in the manufacture of wooden packing boxes. It does not include mills engaged exclusively in custom sawing. The industry is the leading one in the state, giving employment in 1909 to 22,935 wage earners, or, 19.9 per cent of the total for all manufacturing industries, and the value of its products amounted to \$45,000,276 or 8.5 per cent of the total. While the growth of the industry during the five year period, 1904-1909, was considerable, its development was much less rapid than during the earlier period, 1899-1904.

The census reports were based on the following:

NUMBER OF ESTABLISHMENTS.	
Individual	159
Firm	149
Corporation	236
Total	644

These 644 establishments employing 22,935 wage-earners, produced products of the value of \$45,000,276 in 1909, making this the leading manufacturing industry in this State.

The value of the lumber and timber products was 8.5 per cent of the total production of all establishments.

Statistics, as above recorded, of the lumber industry in California, Oregon and Washington, show that in each State this is the leading manufacturing industry.

Tables have been compiled, based on statistics of operations in 1909, the latest obtainable census data, and are here presented:

Comparative Table, by States, of Employees in the Lumber Industry.

States	No. of establishments	Total employees	Proprietors and firm members	Salaried officers, supts., and managers	Clerks		Wage earners, average number
					Male	Female	
California	644	25,079	547	647	799	151	22,935
Oregon	713	16,833	846	453	385	83	15,066
Washington	1,263	47,447	1,013	1,414	1,095	176	43,749



This disreputable appearing permanent bunkhouse, equipped with double-deck wooden bunks, was being occupied by six employees of a lumber company.

Comparative Table, by States, of Payments for Services.

States	Officials	Clerks	Wage-earners
California -----	\$1,343,978	\$898,347	\$15,651,041
Oregon -----	824,935	442,401	10,171,862
Washington -----	2,427,125	1,188,254	31,326,917

Comparative Table, by States, of Value of Lumber Products.

States	Value of products	Value added by manufacture
California -----	\$45,000,276	\$26,631,376
Oregon -----	30,200,000	17,787,000
Washington -----	89,154,820	52,275,954

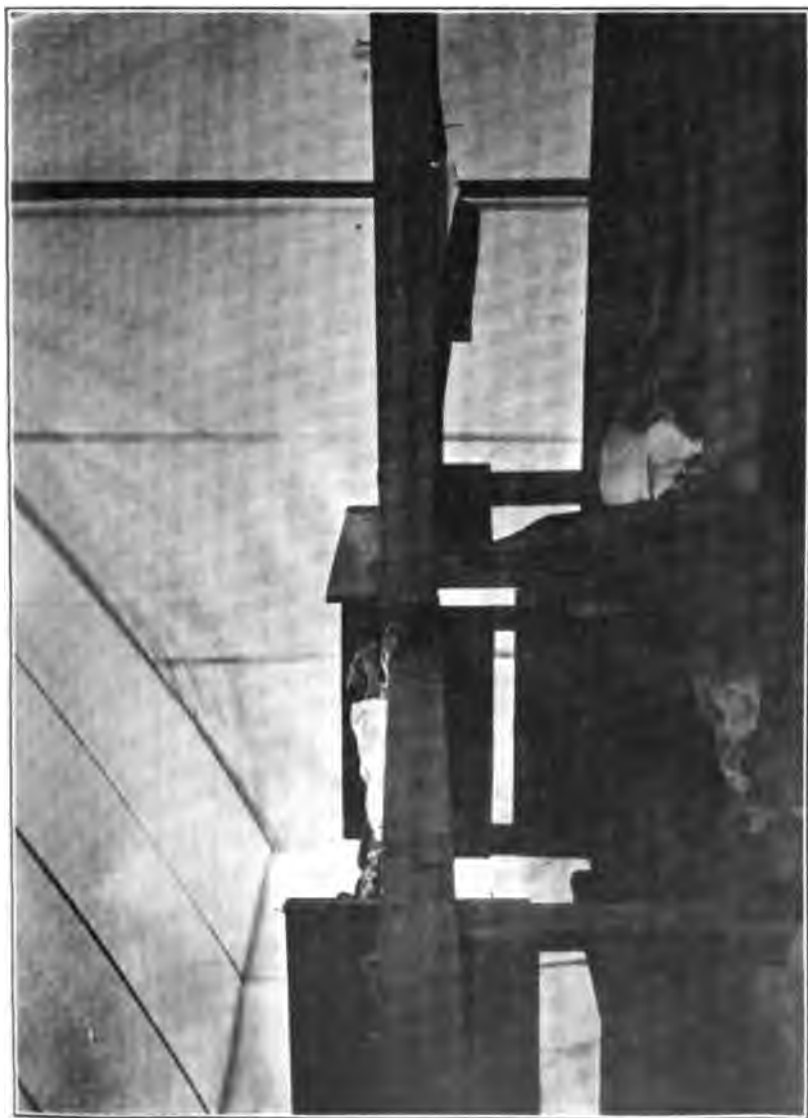
The census reports for 1909, show the following segregation by months, of the number of employes in the manufacture of "lumber and timber products" in California:

California.
Average number of employees.

Months	In mills	In logging operations	Totals
January -----	12,150	2,251	14,401
February -----	12,074	2,367	14,441
March -----	12,793	4,082	16,825
April -----	15,014	6,839	21,853
May -----	17,525	9,230	26,755
June -----	18,681	9,852	28,533
July -----	19,131	9,855	28,986
August -----	19,148	9,813	28,961
September -----	18,833	9,099	27,932
October -----	17,990	7,845	25,835
November -----	16,897	5,910	22,807
December -----	14,795	3,099	17,894

Like the table previously given, showing the variation by months, compiled from statistics secured from the eleven leading companies of this State, this table shows a minimum number at work in January, 1909, of 14,401, and a maximum in July of 28,986, or, twice the minimum number. The greatest variation is shown in the number engaged in logging operations. This ranges from a minimum of 2,251 in January, to a maximum of 9,855 in July, 1909, or, an increase of over three hundred per cent. The variation in the mills ranges from 12,074, in February, to 19,148 in August—an increase of over fifty per cent.

A similar segregation for 1913 of the total number of employees in the mills and in the logging operations, is not possible with the data at hand. Reference to the comparative statement, previously given, of eleven California companies, showing by months the average number of wage-earners employed by them, discloses a far less variation in the number of employees, engaged throughout the year, in the redwood districts than



Interior of a tent showing the usual type of double-deck wooden bunks. Ten to fourteen men may be thus housed in one tent.

in the pine districts. This is due to the fact that many employers in the latter districts are unable to operate during the winter season due to the snow and the severity of the weather.

For purposes of comparison, the following tables showing the 1909 census reports on variations of employment in the manufacture of "lumber and timber products," in Oregon and Washington, are here given:

Oregon.

Average number of employees.

Month	In mills	In logging operations	Total Number
January	8,496	3,049	11,545
February	9,480	3,362	12,842
March	10,427	3,926	14,353
April	11,271	4,396	15,667
May	11,611	4,580	16,191
June	11,947	4,515	16,462
July	11,551	4,195	15,746
August	11,567	4,290	15,857
September	11,898	4,346	16,244
October	11,700	4,269	15,969
November	11,298	4,084	15,382
December	10,907	3,625	14,532

Washington.

Average number of employees.

Month	In mills	In logging operations	Total Number
January	22,158	11,243	33,401
February	25,164	13,036	38,200
March	28,474	15,174	43,648
April	30,627	15,609	46,236
May	31,430	15,340	46,770
June	30,930	14,765	45,695
July	30,340	12,722	43,062
August	31,378	13,767	45,145
September	31,660	15,081	46,741
October	31,773	15,360	47,133
November	31,213	15,360	46,573
December	28,882	13,486	42,368

From the foregoing figures, it is shown that more men are employed in the manufacture of "lumber and timber products" in Washington than in California. California, however, leads Oregon in this matter. These figures also show a far less variation in employment in the mills and in the logging operations in Oregon and Washington than in California.

This may be attributable to the fact that in the northern states the logging work is done nearer the Pacific Ocean, where the winter weather is less severe than it is in the pine districts of California. These are located along the Sierra Nevada Mountains, where the camps are usually forced to close down from November and December until April and May.

Some California managers claim that it is because of the large tracts of fine, merchantable timber, convenient to cheap transportation, the smaller logging costs, and the economies effected by the continuity of operations throughout the year, of their northern competitors, that they are thereby enabled to ship their lumber to California and successfully compete with the companies of this state in their home markets.

Scope of Investigation. In the thirty-one years of this Bureau's existence, this survey is the first one to be completed in the lumber, or any other industry. It is due to the cordial co-operation of the managers, superintendents, and foremen, that it was possible to make so thorough an investigation of camp and labor conditions.

As hereinafter described, the lumber companies of the state may be divided into two groups: those operating in the pine forests of the Sierra Nevada Mountains and those in the redwood forests along the mountains of the Coast Range. These two groups may be again divided geographically, as elsewhere stated, into northern and southern districts.

The tour of inspection in 1913 embraced the companies operating in the northern pine and redwood districts, but did not include any plants in the metropolitan districts, as San Francisco and Sacramento.

The camp sanitation law became effective August 10, 1913, on which date the inspections were begun and these were continued until Christmas, 1913. For the purpose of completing the statistics and general information previously secured regarding this industry, the inspections were continued during the summer of 1914, and the other lumber plants and logging camps of southern California were visited.

The establishments inspected included those directly connected with the production and manufacture of lumber and its products, as well as a few other manufacturing companies which were conveniently accessible.

The plants of all important sawmill companies in the State, excepting three which had closed down for the winter, were visited. This report is based on conditions noted during the survey of establishments in thirty-five cities or towns, twenty-three "company towns," and one hundred eighteen camps located in the nineteen counties where lumbering operations are conducted. Inquest records returned during the year previous to the date of visits were investigated in the offices of county clerks of fourteen of these counties.

These plants comprise forty-seven sawmill companies operating fifty-one sawmills, fifteen box factories, one match factory, one veneer factory, six sash and door factories, besides numerous stores, hotels, hospitals, planing mills, lumber yards, lath and shingle departments operated in conjunction therewith; eight redwood shingle factories;

three independent box factories; one shingle and lath factory; two sash and door cutting establishments; one door factory; two door and planing mill plants; and one cooperage plant.

In addition, five employment agencies, two construction camps, and twenty-one railroad construction camps, were likewise visited.

Nationality, efficiency, and wage statistics were secured of employees of all these companies. In the lumber industry the total was about 20,000, of whom 18,560 employees have been classified, by occupations for the purpose of determining average wages.

Employment Agencies. In the past, laborers, mechanics and others have been victimized by unscrupulous employment agencies, which promised work upon payment of fees. Positions were promised in remote places, inconvenient and expensive to reach, and too often the employee was discharged within a short time, in order that another might take his place. In such cases, the presumption is that the employment agent divided his fees with the foreman of the work. Then the employee had to return to the same or another agent and start over again, first paying another fee for the next job.

The rate of wages, the hours of employment, whether or not board and lodging was to be furnished, the cost of transportation and whether or not it was to be paid by the employee, the time of such service, whether definite or indefinite, all were often misrepresented, by the agent, to the disadvantage of the applicant.

By the "Employment Agency Law," as amended in 1913, this Bureau directly supervises and licenses all private employment agencies, conducted for profit, and prescribes the books, registers and receipts which shall be used. This is the best law on this subject which has been adopted anywhere in the United States.

According to this law the receipts must specify the conditions of employment, as mentioned above; the name and address of the agency issuing them; the name and address of the person to whom the applicant is sent for employment; the name of the applicant; the date; the amount of fee, and the kind of work or service to be performed:

The act further provides that:

Section 12. No such licensed person shall send out any applicant for employment without having obtained, either orally or in writing, a bona fide order therefor. In case the applicant paying such fee fails to obtain employment, such licensed agency shall repay the amount of said fee to such applicant upon demand being made therefor; provided, that in cases where the applicant paying such fee is sent beyond the limits of the city in which the employment agency is located, such licensed agency shall repay in addition to the said fee any actual expenses incurred in going to and returning from any place where such applicant has been sent; *provided, however*, where the applicant is employed and the employment lasts less than seven days, by reason of the discharge of the applicant, the employment agency shall return to said applicant the fee paid by such applicant to the employment agency.



View of a cabin interior showing single wooden bunks, and also how a congenial party of three men may keep a room in good order. Note the difference between this cabin and the views of permanent bunkhouses where many are housed together.

Section 13. No licensed person conducting an employment agency shall publish or cause to be published, any false or fraudulent or misleading information, representation, notice or advertisement; all advertisements of such employment agency by means of cards, circulars, or signs and in newspapers and other publications and all letter-heads, receipts, and blanks, shall be printed and contain the licensed name and address of such employment agent and the word "agency," and no licensed person shall give any false information, or make any false promise or false representation concerning an engagement or employment to any applicant who shall register or apply for an engagement or employment or help.

(Chapter 282, Statutes 1913.)

As a result of this law, there has been a large reduction in the number of complaints from woodsmen, railroad and construction men, as well as others who were the chief losers by the former system.

Employees and Employment. Most of the men engaged in lumbering return each year to the various plants and camps when they open up in the spring and continue work until these plants slacken operations or close down for the winter season. The principal employees are retained all the year.

Work is had either by writing in advance for a position or by application to employment agencies. A number of the companies have offices in San Francisco and engage men there for the plants. Those engaged for the redwood lumber companies are shipped by boat to Eureka, Crescent City, and Fort Bragg, whence they travel to the various places of work.

Employees in the lumber industry are steadier than those engaged in railroad or other construction work, but, like the latter class, they frequently quit their positions to seek work elsewhere, or to take a vacation until they have spent their "stake." (A "stake" is a certain sum of money which an employee has previously determined upon earning before he will quit his position.)

A writer has stated regarding woodsmen that:

Years of work in the big timber have made them as hard physically as they are morally. They work long hours, with breakfast at five and supper at six. Their days are full of hardship and with more than a proportionate share of danger. Money is hard earned by them but is rarely measured in terms of work but more often in the size of debauches that it will permit them.

The pay roll for August, 1913, of a certain large company, having first class boarding house accommodations for its employees, disclosed the fact that of sixteen hundred ninety-four men employed, three hundred ninety-one had quit work that month. This ratio is not unusual.

Labor conditions are quickly reflected in the lumber industry, for, when times are hard and work scarce, as in 1914, the employees are steadier in their positions, but when work is plentiful as it was during 1913, the men are less reliable and more likely to quit work or change from place to place for no apparent reason.

Many of the men, who are furnished transportation by the companies directly, or through the employment agencies, accept and use this transportation, by trains or boats, but refuse to go to work, and hire out elsewhere. This is done to evade the repayment of the amounts which have been advanced to bring them to the positions they accepted.

The extent of this practice, as shown by the books of one company, covering a period from March 1, 1912, to November 30, 1912, is as follows:

Advanced fares to-----	527 men
Paid or remained season-----	243 men
Did not work-----	284 men
Percentage of men that do not work, but have fares advanced-----	54
Loss in money (fares only)-----	\$2,770 55

These fares are advanced with the understanding that the men remain a stipulated period, usually three months. Towards the end of the season the understanding is that they remain until the operations are closed down, when the amount of the fares, which have previously been deducted, will be refunded.

Usually, when the men come to work, the amount of the transportation is deducted from their first or second month's pay. The above company also lost between \$30.00 and \$60.00 per month for room and board for men who remained over night and then refused to go to work.

This is not an isolated instance, for the same conditions obtain elsewhere with the larger lumber companies operating throughout northern California.

Some companies have issued printed instructions for the information and guidance of their employees. One of these reads as follows:

NOTICE.

For the benefit of all employees the following rules and regulations must be observed:

1. As the company must earn a profit in order to pay its obligations, all employees must understand that this profit comes from their labor, therefore any employee who does not earn his share of the profit for the company, by putting forth an honest day's work, is putting his own interest in jeopardy.

2. This company does not want, in its employ, men who are continually disinterested and who are complaining over trivial matters, making themselves a detriment to the company and themselves. Therefore, the superintendent is willing and ready at all times to confer with employees who may have complaints or feel dissatisfied, but they must understand that if a satisfactory adjustment to both parties can not be made, their money is ready for them at any time.

3. Any employee appearing on or about the works of this company in an intoxicated condition subjects himself to dismissal.

4. Gambling will not be permitted in the camps.

5. As a majority of the employees desire a night's rest after performing a day's work, all lights must be out in camp at 10 o'clock p. m.

6. Any employee desiring a lay-off during the operating season is expected to make proper arrangements with his foremen.

7. As no charge is made for bunks, each employee is expected to keep his sleeping quarters in a clean and sanitary condition.

8. Superintendents and foremen are expected to see that these rules are observed.

Application Cards. Prior to the adoption of the "Workmen's Compensation Act," a number of the companies had installed and were using a system of keeping personal records of their employees, on cards. These cards were of various forms and recorded such data as name, age, single, married, widower, occupation, wages, names and addresses of persons wholly dependent, names and addresses of persons partially dependent; in case of sickness, who should be notified, where born, where last employed, in what capacity, date of entering employment, post office address, and other data.

The following and similar clauses occur on these application forms:

If at any time my services become unsatisfactory to said company, said company may discharge me without notice, paying wages due me to date of discharge.

Wages per day, \$3, less \$1 per month for hospital charges.

I hereby certify that I am a first class — and have this day accepted employment as such with the — Lumber Company at \$ — per month.

In consideration of my employment by the company, I agree to assume the risks of the various positions in which I am engaged; to conform to all rules, including those relating to payment of wages, and also to the deduction from my wages of \$1 per month or fraction thereof, for dues for hospital and other beneficial services, also to deduction from my wages of all charges due the company.

The practical utility of these personal records of employees becomes apparent in cases of accidents where friends must be notified, or reports made to the Industrial Accident Commission, or when verdicts must be returned in inquests. The data is on file in the office for ready reference when needed. Since January 1, 1914, several of these clauses have been modified in respect to the hospital fees and some now read as follows:

You are hereby directed to deduct from my wages and pay over to the company physician, a fee of \$1 for each month to give me the protection of medical and hospital service in case of my illness (not related to or covered by the Workmen's Compensation, Insurance and Safety Act of the State of California) while in your employ. If I am in your employ less than ten days in any one month, the deduction for that month shall be ten cents a day.

Less \$1 to be deducted out of wages for first day's work in each month for cases of illness not covered by Workmen's Compensation, Insurance and Safety Act of the State of California.

Several of the companies are now paying more attention than formerly to the physical efficiency of their employees, and require applicants for certain positions to undergo a medical examination. This will result in the elimination of a certain class of employees, for instance, those who might be subject to attacks of heart failure. As one manager expressed it, "If an employee, subject to heart failure, should fall off a logging train and get run over, how would we know whether the accident was due to his physical condition or the fault of the train?"

Another phase of this increased attention to the matter of the efficiency of employees is shown in the better housing and sanitary conditions which have been installed since the survey was made in 1913.



A view of the interior of a permanent bunkhouse, showing double-deck wooden bunks, ready for occupancy.

Minors: By the Child Labor Law, as amended in 1913, no minor under the age of eighteen years shall be employed in laboring in any manufacturing, mechanical, or mercantile establishment or other place of labor, more than eight hours in one day and in no case shall the hours of labor exceed forty-eight hours in a week. The law contains certain other requirements and it is made the duty of this Bureau to enforce the provisions of this act.

Minors are employed in the lumber industry in but two departments:

(1) In the box factories, boys are frequently employed because they are quick and can do many of the operations as well or better than older men;

(2) In the logging camps, boys are used, on account of their alertness, to signal the donkey engineers when to start and when to stop their engines. This is done by means of a wire attached to the whistle of the donkey engine whence the boys get the name of "whistle punks" or "bell hops." In this occupation no arduous labor is involved. The boys usually stand or sit all day, at one place, transmitting signals when necessary. This work is of a very responsible character, involving the lives of the men operating with the logs and cables.

In both the factories and the camps, the usual schedule is ten hours per day, but in several instances the factories operate twelve and one half hours.

Altogether fifty-one boys were found to be employed in violation of the law, and of this number twenty-five were discharged, as the managers could not utilize them efficiently on a forty-eight hour schedule, while the other boys were retained by complying with the law.

The Child Labor Law has been construed, under its present wording, to permit of the employment of minors for ten hours daily, for four days and eight hours on the fifth day—the minors being laid off for the sixth day—or on any other schedule so that they do not exceed forty-eight hours of labor per week, nor "work between the hours of ten o'clock in the evening and five o'clock in the morning."

While any schedule involving over eight hours' daily work may be contrary to the spirit of the law, nevertheless, it complies with the letter thereof, if the total number of hours per week is limited to forty-eight.

It is manifest that such schedules tend to interfere with the continuous operations in the woods or the box factories, in consequence of which some of the managers have felt obliged to discontinue the services of boys under eighteen years of age.

Several of the companies had issued printed instructions to their foremen regarding the employment of minors. One company had issued this notice:

CONDITIONS OF EMPLOYMENT OF MINORS.

1. Under no condition whatever will a minor under eighteen years of age be employed by this company, except as cook house help.

Under no condition whatever will a minor under twenty-one years of age be employed by this company in a capacity where the improper or non-performance of his duty could result in injury to others. If a foreman or any one who has the right to employ labor has the least doubt in his mind as to the age of any applicant being that represented, he shall require the affidavit of the applicant and also the affidavit of the parents.

Another company had posted this notice:

CONDITIONS OF EMPLOYMENT OF MINORS.

Under no conditions whatever will a minor under sixteen years of age be employed by this company.

Under no conditions whatever will a minor under twenty-one years of age be employed by this company in a capacity where the improper or non-performance of his duty could result in injury to others.

Under no conditions whatever will a minor between the ages of sixteen and eighteen be employed in a department where he is called upon in any way to handle machinery or come in contact with machinery.

Under no conditions whatever will a minor between the ages of eighteen and twenty-one be employed in a department where the machinery is in any sense dangerous.

The statutes of California provide that no minor under the age of eighteen shall be employed more than eight hours in any one day, and that in no case shall the hours of labor exceed forty-eight hours in a week, and if for any reason a minor between the ages of sixteen and eighteen be employed in any department, this rule must be absolutely followed and notice given by signal to such minors when the eight-hour day is finished; and these hours shall be between 7 a. m. and 5:30 p. m. on each day of the week, except Sunday. Such minor must be instructed by the head of the department, and by notice posted in the department where employed, that the handling and touching of any machinery in any form by such employees is strictly prohibited.

If a foreman, or any one who has the right to employ labor, has the least question in his mind as to the age of any applicant being that represented, he shall require the affidavit of the applicant and also the affidavit of the parents, if the parents are residents of _____ County, California.

Another law-abiding company has this notice posted in its places of work:

TO FOREMEN AND TIMEKEEPERS, REGARDING THE EMPLOYMENT OF MINORS.

Complying with the new law covering the employment of minors, *foremen* are hereby instructed not to employ any minor under eighteen years of age except under the following conditions:

That he be not employed between the hours of 10 p. m. and 5 a. m. of any day, and that he only be at work *forty-eight* hours in any one week, and must receive a full week's compensation for same. To accomplish this, *foremen* are instructed to lay off all minors under eighteen years of age *at 4 p. m. on Friday and all day Saturday*, and *timekeepers* are instructed to allow said minor full time. If he should lay off of his own accord during the week, the time shall be deducted, but this does not change instructions regarding his having to lay off on Friday at 4 p. m. and all day Saturday.

No child under fifteen years of age may be employed at any time without furnishing a permit signed by the juvenile judge, or, during vacation, by his school principal.

No child under sixteen years of age may be employed during school hours without a permit signed by the principal.

Timekeepers are instructed to see that notices of time of labor and records of minors employed be kept and filed with the head office, in compliance with which is given below.

(Extracts from Child Labor Law are here quoted.)

A number of companies have entirely discontinued the employment of minors and will make this a rigid rule.

One company has a form of "Minor's Application," to include the name, age, date of birth, name of parents, and address of minors in its employ, and embodying this notice:

NOTICE TO EMPLOYEE.

Each employee of _____ Company is hereby warned that working about or in connection with any kind of machinery is more or less dangerous, unless care is observed at all times, and he is directed to apply in person to his foreman for information as to the proper and safe way of doing the work given him, and he is directed to obtain information as to any matter in connection therewith, which he does not understand, and is warned against the operation of machinery with which he is not familiar and the operation of which has not been explained to him, and he is specially warned that he must not engage in any work without having been instructed as to the manner of its performance.

I hereby certify that I have carefully read the foregoing instructions and that I will conform to the same.

(Minor.)

I hereby certify that the foregoing instructions have been read by me to said minor and are understood by him and me, and that he obtains employment with the _____ Company with my knowledge and consent.

(Witness.)

(Parent or Guardian.)

It is evident from the foregoing notices that the several large companies issuing them have endeavored to comply with the requirements of the child labor law, and have sought to safeguard the interests of their employees by preventing the employment of minors in any capacity where they might injure themselves or others.

The discontinuance of boys in the logging camps is not altogether without its compensations, for the sanitary conditions, the modes of living, and the associations with older men in many of these camps are not always productive of the best influences on a young man at the formative period of his life.

In substantiation of this statement, reference is made to a certain inquest held July 16, 1912, on the body of a whistle punk who was killed "By a falling tree crushing his skull. The accident resulted in his death purely through his own carelessness and the lack of ordinary judgment, on his part, to be expected of an experienced woodsman." This verdict was written by the company's physician, who was the



This view shows single steel bunks, of portable construction, a kind now in general use by the best lumber companies in California. As a result of the inspections of this Bureau, over 4,000 of these steel bunks have been installed.

foreman of the jury, and signed by the other nine members of the jury, who doubtless were also company employees, as they lived in a "company town." The mother testified that "He would have been fifteen years old had he lived until the second day of October." It was brought out at the inquest that the whistle punk had been with some companions the night before and had been drinking; that on the day of the accident, he was not as bright at his work as he should have been; that he was warned to run away from the falling tree, but instead went under it and was killed. His stepfather was employed in the same camp. It is not apparent that a normal boy of fifteen could be expected to have the judgment of an "experienced woodsman." However, the result of his associations is disclosed in the verdict rendered. Nor is it in the evidence why this alleged drunken whistle punk should have been allowed to work in a dangerous position, nor to continue, while in this condition, the performance of duties that might jeopardize the lives of fellow employees.

A manager cited the case of a Russian boy whose father wanted him to go to work. He was given a job remote from the mill, tying up bundles. He went under the mill and hung on a revolving shaft for the fun of it; his clothes got caught and he was hurled around, and before the machinery was stopped, all his clothes had been stripped from him except his socks. The father was offered a certain sum in settlement for the boy's death, refused the offer, brought suit and lost his case.

This manager also cited the case of a boy who, with his sister, was turned out of his home by his drunken father and forced to support himself. He secured a position in the camp, and when his age was found to be sixteen, he was discharged. He was supporting his sister, and pleaded with the manager to give him a place somewhere, as he could not get work elsewhere, and the manager retained him. Instances of this character are covered by the Child Labor Law, which, while permitting the employment of minors, nevertheless limits them to forty-eight hours per week.

Foreigners who live near these plants are, as a rule, anxious to have their boys go to work as young as possible. Many of the minors who were found in the box factories were immigrants, or sons of immigrants.

These boys soon learn of the limitations of the Child Labor Law, and, in order to secure employment, do not hesitate to state that they are over eighteen years of age. One Italian boy, claiming to be eighteen, produced his passport, which showed him to be but sixteen years old.

A twelve-year-old Italian boy was found employed as a driver of a horse, drawing a lumber truck from the saw mill to the lumber yard, where his father was the piling contractor.

Each year this boy had been delayed one or two months in the fall from entering school because his father required him to do this work. After the law was explained to the father, he willingly consented to allow the boy to accompany the special agent to a distant town, where the family lived, in order that he might reënter school. The father then wished to know if he might utilize his sixteen-year-old son, employed in a nearby box factory, who had previously stated that he was seventeen years and eight months old, to perform this work—thus again bearing out the statement that these boys do not hesitate to mis-state their ages.

The manager of this particular lumber company stated that the piling contractor was boarding most of his men, that drunken orgies were of frequent occurrence, and that he was glad the bright youngster was to be removed from such surroundings. This is another instance of the associations that are sometimes found in places where boys are employed.

Most of these immigrant minors, or their parents, have passports, which always show the dates and places of births of the minors mentioned in the passports.

Managers avail themselves of this fact and require the production of passports before employing those who might be under eighteen years of age.

It is a serious problem in the smaller communities as to how minors under eighteen, unable to secure factory work, may be otherwise profitably employed after school hours and during vacations.

Women. In 1913, the "Eight Hour Law for Women" was amended and it now reads, in part, as follows: "No female shall be employed in any manufacturing, mechanical or mercantile establishment, laundry, hotel, public lodging house, apartment house, hospital, place of amusement, restaurant, telegraph or telephone establishment or office, or by any express or transportation company in this state, more than eight hours during one day or more than forty-eight hours in one week." This Bureau is specifically charged with the enforcement of the various provisions of this act.

An examination of the pay rolls of the various lumber companies disclosed the fact that women are employed in but few capacities in the lumber industry. Their employment is restricted to the offices, stores, hotels, hospitals, and cook houses. Altogether, of nearly nineteen thousand employees, whose wages were investigated, only one hundred ninety were found to be females.

The eight-hour law applies to those employed in the stores, offices, hotels, and the undergraduate nurses in the hospitals.

A detailed statement of the various departments employing women is presented under the heading of *Camps—Cooks*.

In the offices, women are employed as clerks, stenographers and telephone operators; in the stores, as cashiers, clerks, and cash girls; in the hotels and camps, as cooks, and waitresses. In some cases the last-named are off duty on Sundays, in rotation with other employees.

No complaints were heard regarding their cooking. Their places were well kept and flies were conspicuous by their absence from the dining rooms and cookhouses. They endeavored to keep the premises well screened, and their places were the only ones darkened between meals to keep out the flies. Inquiry of them as to the actual amount of time they are on duty daily, disclosed the fact that they either did not know or hesitated to give the information for fear it might be disclosed to the managers and affect their positions with the various companies.

Nationalities. Statistics were obtained of the nationalities of employees of the various lumber companies visited.

In all the districts, Americans predominate as a nationality, in the number of employees, with Italians ranking next. However, all companies do not employ Italians in their logging camps. One important exception occurs, where one company employing upwards of four hundred men in its camps, retains no Italians, yet the same company utilizes them in the various operations around the sawmill.

In the northern pine district, there are no Finns employed, and not over twenty Portuguese, Russians, Indians, Mexicans or Austrians.

In the northern redwood district, on the contrary, a large number of Russians, Finns, Austrians, and Portuguese are to be found; in fact, in this district several of the larger companies have very cosmopolitan pay rolls, embracing men from all quarters of the globe. These men bring with them their former habits of living, and, where possible in the towns, live in groups.

In one "company town," the Russians occupied one quarter—the Italians another—while the Americans were housed in another district. Some of the houses furnished by the various companies in this district for the immigrant families, were equipped with bathrooms and toilets, but the former were generally found to be used for the storage of wood and vegetables, while the latter were generally found out of order, due to improper or deliberate misuse.

One manager stated that he had found it a good plan to keep nationalities mixed, presumably to prevent any collusion or labor combination among the men. No labor organization is maintained at any of the plants engaged in the production of lumber.

It is a noteworthy fact that the heavy work, such as the handling of lumber, is largely done by foreigners, principally Italians, Greeks, Swedes, Portuguese, and some Spaniards. Very few Americans stay with this occupation any length of time. One company, in the northern



Eight frame bunk cars, ten feet wide by twenty-four feet long, each car equipped with double-deck wooden bunks. These cars are shifted from place to place as the logging operations progress.

pine district, employs ten Hindus for piling lumber; another has Spanish Basques for this occupation; while another company, in the southern pine district, employs seventeen Chinese for sorting, trucking, and bundling lumber to go down their flume. These are the only instances in the state of the employment of these nationalities in the handling of lumber.

But two Japanese are employed in the capacity of cooks, while one hundred thirty-three Chinese are employed in cook houses, and two Chinese to operate camp laundries.

Mexicans are employed to some extent, in the southern pine district.

The Americans occupy the principal positions with all companies, and "white men" are generally preferred where they may be obtained. A "white man" has been well defined as a "laborer of any nationality who speaks English, eats American food, and travels alone." Foreigners are "those who speak no English, travel and work in gangs under the leadership of an interpreter and board themselves in their native fashion."

It is alleged that the Italians from the northern and southern portions of Italy do not work well together.

The Sicilians, or southerners, are stated to be quarrelsome, and at least one large company will not employ them.

An Italian interpreter examines the passport of every Italian applicant before he can be employed, and advises the company regarding the applicant.

Wages. Employees are paid by the hour, day, month, year, or on a contract basis. A wide variation exists in the practice of different companies in paying their wage-earners for the same class of work, either by the hour, day, or month. In some cases, the monthly wages include board, while, in other cases, a stipulated amount is deducted, as is mentioned hereafter.

Efficiency records were secured from the companies of the number of days which the employees had worked during the month under investigation. While other considerations may be factors in this matter, data secured at camps on the number of days worked during one month, tend to show that, in those camps where board is included with wages, the employees are more permanent than elsewhere. In such cases, the men receive continuous board, when the operations are interrupted by bad weather or other causes, and the company stands the expense.

A number of companies, however, are adopting the hour system as a logical basis for payment of wages, in order to forestall any disputes as to what amounts are due for overtime or should be deducted for lost time, and have fixed charges for board, either by the meal or by the month.



View of the only "camp" of Hindus employed in lumbering operations in California. Located on low ground where surface water from a stable near by may seep into the wall shown at the right.

Contract work is confined to those operations where a definite basis may be had for the payment of wages. This includes saw filers, lumber pilers, handlers and sorters; buckers and fallers; shingle sawyers, packers, and jointers, also tie makers, wood choppers, etc.

When the handling, trucking, sorting, or piling of lumber is paid for on a contract basis, the men receive so much per thousand board feet for doing the work.

Either one man, or a crew of men, may undertake the contract. In the former case, the contractor hires his men by the day or hour; in the latter case the money is divided among the crew in proportion to the time each member of the crew has worked.

The sawing, jointing, and packing of redwood shingles is sometimes paid on the basis of a "thousand," Oregon count, or California count.

Buckers, who saw the trees into sixteen or thirty-two foot lengths, are paid by a few companies on a contract basis, the rates averaging around \$0.18 per thousand feet for 32-foot pine logs, to \$0.25 per thousand feet for 16-foot pine logs; the former lengths being cut in "donkey camps" and the latter in "wheel camps," where ten or twelve foot "Michigan wheels" are drawn by horses to haul the logs.

Fallers, who chop down the trees, may contract to be paid on the basis of a thousand feet, as scaled.

Wood choppers, on contract, are paid by the cord. Tie makers, making railroad ties, are paid by the number of ties they produce.

Except saw filers, the foregoing are sometimes paid by the amount of lumber handled, shingles made, or quantity of other work done. In other cases, they are paid by the hour, day or month. Saw filers, in the sawmills, are paid from \$5 to \$20 net, per day, by contract, the wide variation being due to the responsibility attached to the positions in various plants. They hire their own help, but receive such compensation as will net them from \$5 to \$20 per day. The band sawyers receive from \$5 to \$8 per day.

Upon the saw filers and band sawyers depend almost entirely the daily outputs of the various sawmills, and, for this reason, they are better paid than the other wage-earners.

Wage schedules of over 18,500 employees in the lumber industry were secured and have been classified separately for each district, by departments, but the work involved in determining the average wage in each occupation was too considerable to be completed in time to be included with this report.

In the absence of average wage determinations in the pine and the redwood lumbering occupations the following comparisons are offered.

This table is based on the statistics secured of the wages paid by two large and representative companies, one in Siskiyou, and the other in

Mendocino County. The first named is in the pine belt and the latter county is in the redwood belt.

Comparative Table of Wages Paid by Representative Companies Operating in the Pine and the Redwood Districts.

Departments	Occupations	Wages	
		Siskiyou	Mendocino
Sawmill -----	Day foreman -----	\$140 00	\$125 00
	Band sawyer -----	7 00	6 00
	Setter -----	3 50	62 00
	Dogger -----	2 50	52 00
	Off bearer -----	2 50	57 00
	Edgerman -----	3 50	95 00
	Tail edgerman -----	2 25	52 00
	Engineer -----	125 00	80 00
	Oiler -----	2 75	67 00
	Fireman -----	2 75	72 00
	Slipman -----	2 50	47 00
	Scaler -----	2 75	62 00
	Trimmerman -----	2 75	62 00
	Tail trimmerman -----	2 25	52 00
Camps -----	Foreman -----	135 00	87 00
	Foreman (crew) -----	4 75	112 00
	Head choppers -----	3 00	67 00
	Head fallers -----		
	Second choppers -----	3 00	62 00
	Second fallers -----		
	Engineer, donkey -----	3 75	72 00
	Spool tender -----	2 75	62 00
	Fireman -----	2 25	52 00
	Wood buck -----	2 25	
	Bucker -----	3 00	57 00
	Sawyer -----		
	Saw filer -----	110 00	72 00
	Swamper -----	2 25	57 00
	First cook:		
	White -----	*3 00	None
	Chinese -----	None	*55 00
	Hooktender -----	4 75	72 00

*With board.

The cost of board per month at the above-named logging camps are as follows: Siskiyou, \$22.50; Mendocino, \$12.00.

The Mendocino rates are paid on the basis of a month, which may contain twenty-five to twenty-seven working days.

The Bureau of Labor Statistics of the United States Department of Labor, in Bulletin No. 129, has attempted a classification of the "wages and hours of labor of employees in the lumber, mill work, and furniture industries," and chose fourteen establishments in this state for the purpose of determining the average wages paid in these industries in California.

There is such a wide variation in the wages of employees in the pine and redwood lumber operations, due partly to the differences in the board charged in these districts, that it seems wiser and more representative to secure averages in these two districts, separately, rather than of them together.

As the average wages in the various occupations, by districts, has not yet been determined, it is not practicable at the present time to make definite comparisons of the wages in the pine and redwood districts.

While the classification, by departments, as shown by the table, of the number of employees in the pine and redwood districts, indicates that there are 11,078 in the pine districts and 7,482 in the redwood districts, the latter number should be increased by approximately 1,500, as a number of lumber companies and camps had closed down when the survey was concluded at Christmas, 1913.

According to the census for 1909, the total amount paid to 25,079 persons engaged in the lumber industry in California was as follows:

Officials	\$ 1,343,978 00
Clerks	893,347 00
Wage-earners	15,651,040 00
Total earnings	\$17,888,365 00

This is the largest amount paid for services in any manufacturing industry during the year 1909.

The cost of materials was	\$18,369,000 00
Value added by manufacture	26,631,276 00
Total value of products	\$45,000,276 00

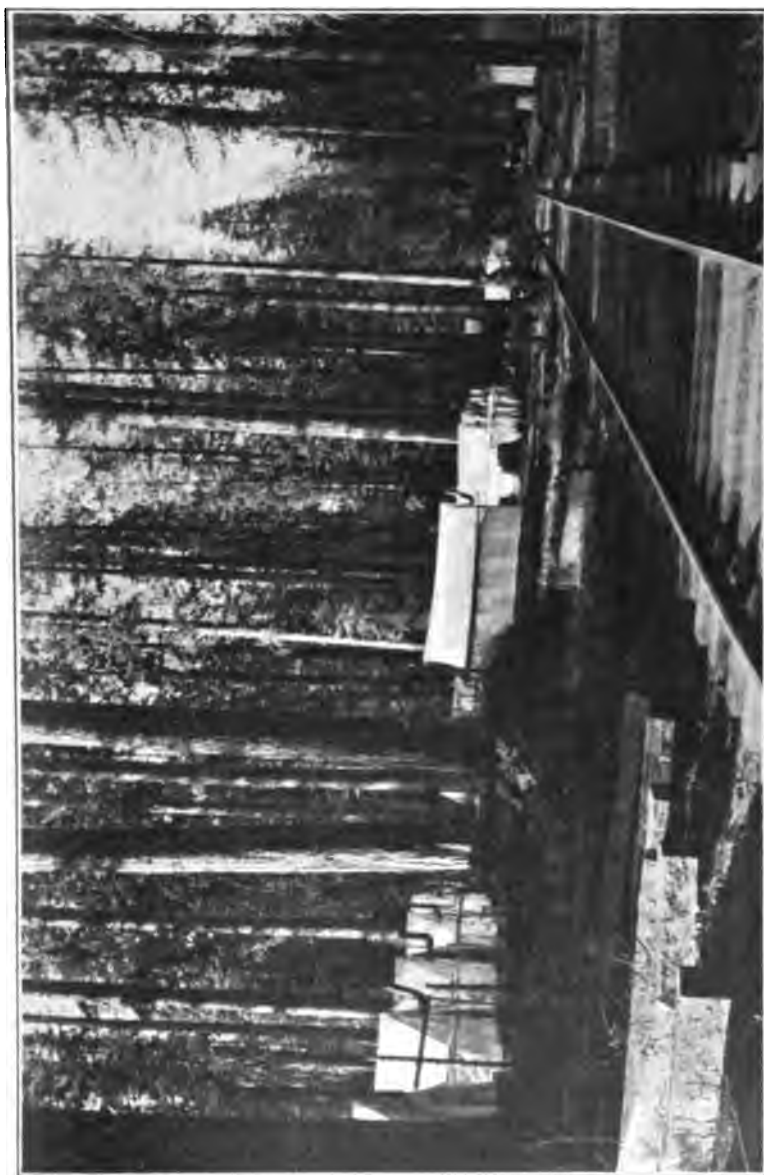
Statistics, respecting wages and other items, as furnished by various lumber companies to this Bureau in the "Annual Statistics of Manufactures," for the year 1913, are elsewhere reported.

Payment of Wages. Ordinarily, wages are paid by negotiable check on or before the fifteenth of the month succeeding that in which the wages are earned. A decided advance step in safeguarding the interests of employees in this matter, was taken by the 1911 legislature in passing a law relating to the mode of payment of wages, which reads as follows:

Section 1. No person, firm, or corporation engaged in any business or enterprise within this state shall issue, in payment of or as an evidence of indebtedness for wages due an employee, any order, check, memorandum or other acknowledgment of indebtedness, unless the same is negotiable, and is payable upon demand without discount in cash at some bank or other established place of business in the state: *provided, however*, that the provisions of this act shall not apply to counties, cities and counties, municipal corporations, quasi-municipal corporations, or school districts organized and existing under the laws of this state.

(Chapter 92, Statutes of 1911.)

It may be stated that the law is very generally observed, though one violation was found.



Tents and bunkhouses are often placed alongside of and parallel to the logging railroads. This well arranged camp is in the Northern Pine District.

Another law, similarly enacted, fixes the time when the wages must be paid. This law reads as follows:

Section 1. Whenever an employer discharges an employee, the wages earned and unpaid at the time of such discharge shall become due and payable immediately. When any such employee not having a contract for a definite period quits or resigns his employment the wages earned and unpaid at the time of such quitting or resignation shall become due and payable five days thereafter.

Section 2. All wages other than those mentioned in section 1 of this act by any person during any one month shall become due and payable at the end of each month and no person, firm or corporation for whom such labor is performed, shall withhold from any such employee any wages so earned for a longer period than fifteen days after such wages become due and provided, however, that nothing herein shall in any way limit or interfere with the right of any such employee to accept from any such person, firm or corporation wages earned and unpaid for a shorter period than one month.

(Chapter 663, Statutes of 1911.)

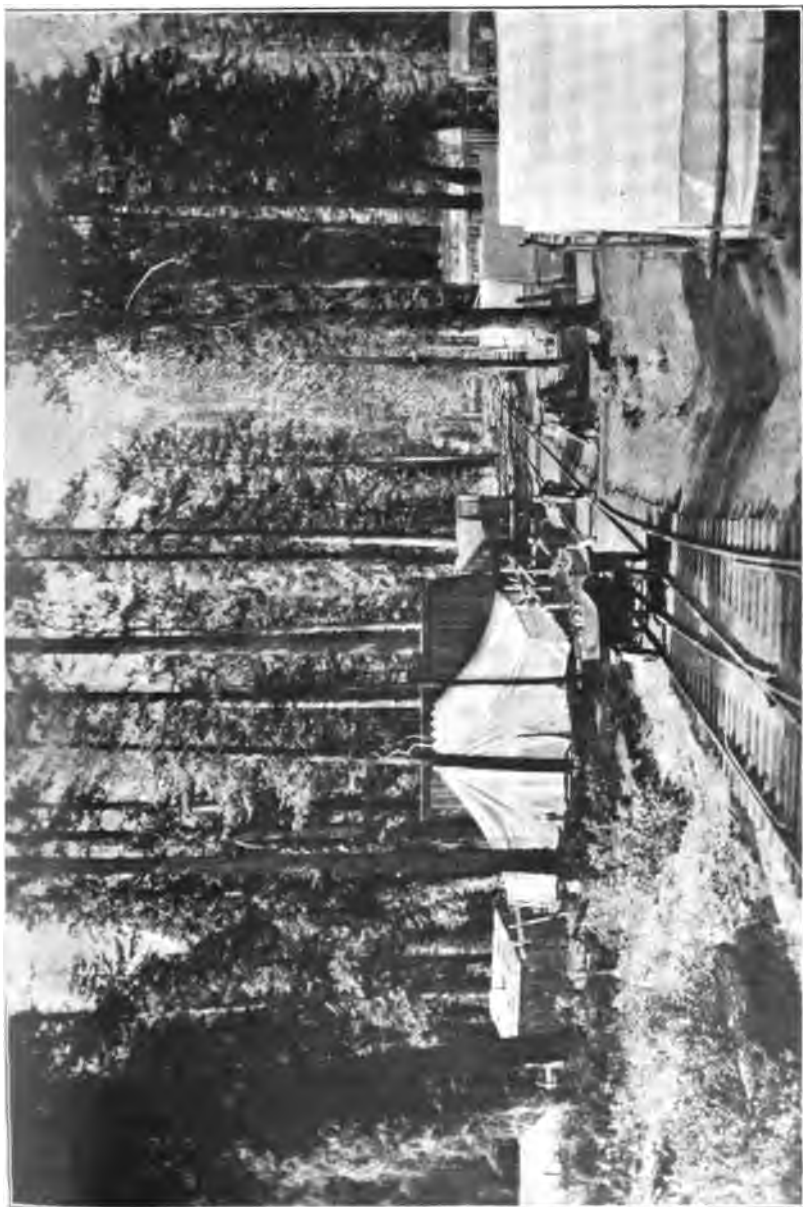
Reference is made in the reports of the various districts as to the observance of this law.

In this connection, it may be stated that an employee who quits or is discharged, is generally paid with the least possible delay, in order that he may have no reason for remaining on the premises, it being assumed that such an employee will be a detriment and his presence thereafter very undesirable.

It is customary for the foreman or timekeeper to give the woodsmen who leave the employ of any company, memoranda, called "time-checks," stating the amount of "time" due them. These are to be presented to the cashier in the office at the sawmill or town, as a basis on which to issue his checks. When an employee may arrive at the office, conveniently, by logging train, there is no apparent objection to this procedure, but when he must go some thirty to sixty miles, by stage, passenger train or other common carrier, to reach the office, this mode may be inconvenient or expensive and many objections have been found to this practice in such instances.

One company issues a check, "subject to offsets at the company office," sixty miles away, which apparently makes it non-negotiable for its face value until it has been accepted by the head office. However, this is the only instance of this kind that was found. The present general practice of paying employees by negotiable check prior to the fifteenth of each month is a wonderful advance over the former custom of paying whenever convenient, or by the use of duebills, payable months ahead.

Checks may be drawn in accordance with the law, payable in cash, without discount, at some bank or other established place of business in the state. Where the companies do not operate banks in conjunction with their business, the checks are usually drawn on some nearby bank, or, are sometimes drawn on the company at its main office.



A view of a sanitary camp among the pines. An automobile on trucks, used by the woods superintendent to visit the various camps, is also shown.

One company has a unique and efficient system of combining its time records with the issuance of checks for wages. The timekeeper carries a pad of checks, noting daily, for each employee, his time on the reverse side of the check. At the end of the month, the extensions are made. deductions are noted, and the net amount due an employee is entered on the reverse side, which is the face of the check. The checks are then signed and numbered; the amounts and deductions are entered, and segregated, in the cashbook, by the bookkeeper, and then the checks are ready for distribution.

Colored checks are used for the various departments, as follows:

- White for General Office.
- Brown for Railroad Company.
- Blue for Woods and Construction Gangs.
- Pink for Factory.
- Green for Mills.
- Yellow for Yards.

This was the only instance found of this convenient arrangement being used, which dispenses with the necessity of keeping time books and issuing memorandum slips at the end of the month, thereby saving an immense amount of clerical labor, with no loss of efficiency. Should a check become lost, a new one is issued on the record as shown by the cashier's ledger.

Many companies issue "time cards" to their employees monthly, and the timekeepers must punch these once or twice a day, depending on whether the employees are present or absent. This is an assurance to the worker that he has been credited by the timekeeper for his presence, and serves as a check to prevent errors and omissions. Disputes at the end of the month are thereby averted, as corrections can be made daily.

For instance, if a worker happens to be elsewhere when the timekeeper arrives, his ticket is not punched, but the matter is rectified at the next visit of the timekeeper.

Assignment of Wages. In addition to the above mentioned laws. the following act, having a lesser application to the employees of the lumber industry, was enacted last year:

Section 1. A new section is hereby added to the Civil Code of the State of California to be numbered nine hundred fifty-five, and to read as follows:

955. No assignment of, or order for wages or salary shall be valid unless made in writing by the person by whom the said wages or salary are earned and no assignment of, or order for, wages or salary made by a married person shall be valid unless the written consent of the husband or wife of the person making such assignment or order is attached to such assignment or order; and no assignment or order for wages or salary of a minor shall be valid unless the written consent of a parent or the guardian of such minor is attached to such order or assignment. No assignment of, or order for, wages or salary shall be valid unless at the time of the making thereof, such wages or salary have been earned, except for the neces-

sities of life and then only to the person or persons furnishing such necessities of life directly and then only for the amount needed to furnish such necessities. Any power of attorney to assign or collect wages or salary shall be revocable at any time by the maker thereof.

(Section 1, Chapter 287, Statutes of 1913.)

The foregoing was designed to prevent the assignment of wages for gambling debts, and similar purposes, and to protect the interests of the families of employees.

Many managers will not recognize orders, or assignments for wages, and hold the salary checks for the employees, unless these are attached.

Banks. Three large lumber companies operate banks in conjunction with their business, and do a regular banking business. One of these companies occasionally has meetings of its employees for the purpose of discussing matters of common interest. The officials had noticed that the bank deposits never seemed to go above a maximum of about \$40,000 and inquiry disclosed the interesting information that many employees had an idea that if the company discovered that they were able to get ahead and increase their savings accounts, there would be no chance of securing increased wages and every chance of having their wages reduced.

The manager explained to the men at one of these meetings that he was interested in helping the men to save; that those men whom he found could conserve their own property, could also conserve the company's property, and that they were the employees whom the company wish to retain and encourage. Inside of a week, over \$70,000 of additional deposits were placed in the bank,—one garbage collector depositing his hoard of \$1,700.

Postal savings banks are available in many places, but information relative to the amount of their deposits, or the amount of foreign money orders issued at various post offices, patronized largely by lumbermen, was not available.

It is known, however, that large sums are sent abroad each month, by immigrants, and some of them eventually return, with their savings, to reside in their native land.

As employees are able to secure the ordinary necessities by the use of coupon books or store credit, it not infrequently happens that they do not call for their checks, or deposit them for collection, until the season's work is completed, or until they have made their "stake." This is a term in more general use in railroad construction camps, where those men who do not remain long are referred to as "short stake artists."

Advances. The giving of money or credit to an employee, prior to the usual pay day, may be termed an advance on his wages, and the transaction is effected in one of several ways, viz:

1. *Cash.* One company was found which, upon request, gives its employees cash advances for which they receipt in a book kept for this purpose;

2. *Orders.* One company honors orders of employees, presented to its bank for portions of wages due employees prior to pay day. To show to what extent this practice may be carried, it is stated that the cash advances on salary during the month of August, 1913, for this company, amounted to \$5,304.55. The bank which honors these orders makes a nominal charge for its services in the matter; 1,880 employees of this company were paid \$118,741.38 during this month.

3. *Store credit.* Where coupon books are not used, store credit is often extended, and the store retains a carbon copy of the bills of goods sold. The amounts of these bills are deducted each month from the wages due employees. This method requires a close watching of the accounts of employees, in order to forestall the overextension of credit. One manager stated that the wages are often attached, and his company loses money thereby.

4. *Paper money.* One company issues numbered paper slips to serve the purpose of currency. These slips are $2\frac{1}{2}$ inches by 4 inches in size and are of the denominations of 5 cents, 10 cents, 50 cents, and \$1. They read as follows:

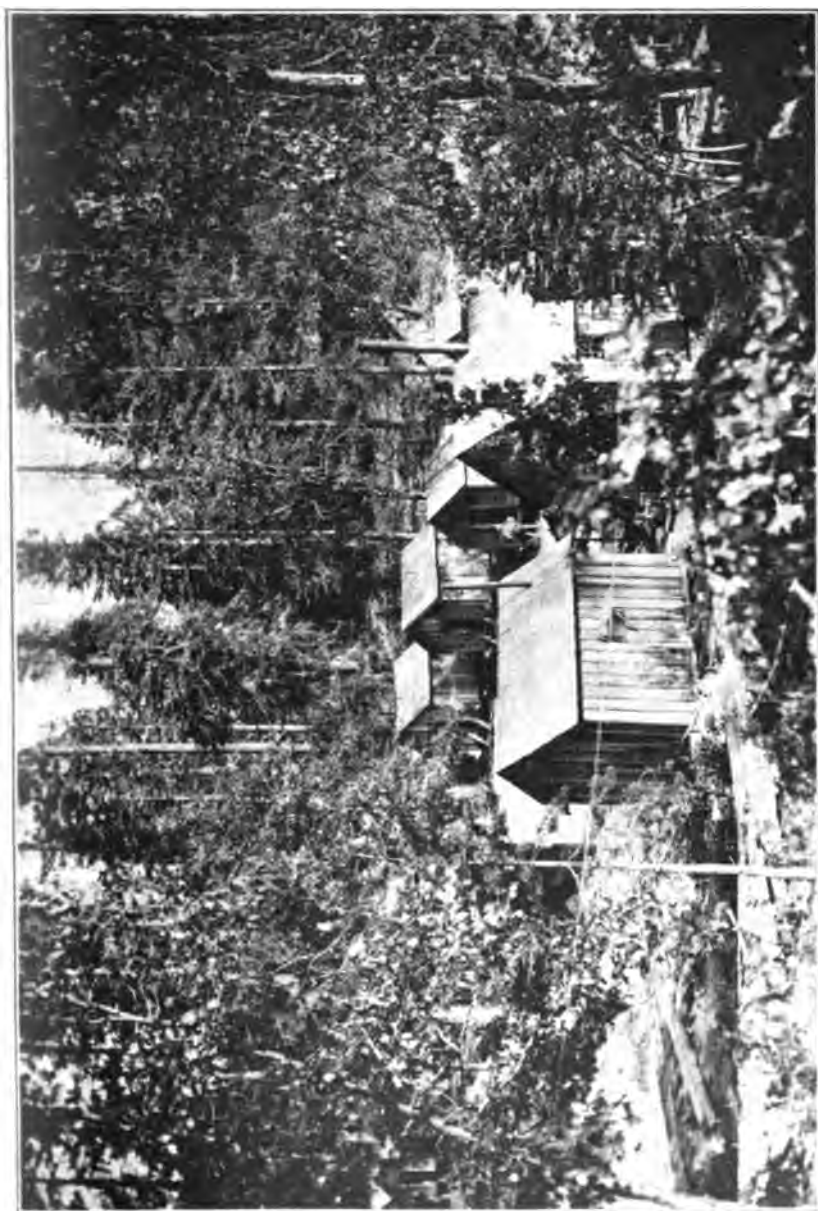
"Due the bearer, one dollar, in goods only, at the store of ————," and are countersigned by a company official. The reverse side states that "After name has been signed or printed on the other side, this coupon is good for face value in trade at ————, dealers in general merchandise."

5. *Coupon books.* These are generally $2\frac{1}{2}$ inches by 5 inches in size, having light cardboard covers, enclosing coupons varying in value from 5 cents up to \$1.25, and these books are issued in denominations of \$1, \$2, \$2.50, \$3, \$5, \$10, and \$20. All of these books have spaces on the front covers for the names of employees to be written in or signed. Various requirements, respecting their use, are noted on the covers, several of which read as follows:

"Always bring this book with you. Do not lose this, as it is the same as cash. Do not tear the coupons off. Hand to the clerk and he will detach the amount you have purchased. Employees leaving the company's service will receive cash without discount, for the unredeemed portion of this coupon book."

"The coupons in this book are good only for merchandise and will not be replaced if lost. They are not transferable, and will not be honored if detached from this book."

"Issued to ————, and not transferable. These coupons will be received for their full face value in merchandise, if not torn out, and if presented by the person to whom issued. Do not tear them out yourself, but hand your book to the clerk who will tear out the amount of your purchase."



Portable bunkhouses, that may be loaded onto logging cars and moved elsewhere, are here shown in a pine forest.

The 2 companies have no intention to prevent the use of these books for anything but their purposes foreign to their intended use, which is to enable the owner to secure merchandise at the company stores only, without the use of money.

Only one company states, on its coupon books, that it will redeem the unused portions of coupon books to employees, though this is the general practice, nevertheless. The extent to which such books are used by employees of one company may be well illustrated by the fact that in August, 1913, this company paid 1,880 men the sum of \$118,741.38, and issued coupon books having a total value of \$5,261.00, as shown by the following table:

Book List	Employees		Charges		Totals	
	Books	Value	Books	Value	Books	Value
\$1.00	38	\$38.00	549	\$549.00	587	\$587.00
3.00	29	\$87.00	189	\$567.00	218	\$654.00
5.00	166	\$830.00	90	\$450.00	256	\$1,280.00
10.00	141	\$1,410.00	21	\$210.00	162	\$1,620.00
20.00	43	\$860.00	13	\$260.00	56	\$1,120.00
Totals...	417	\$2,225.00	862	\$2,036.00	1,279	\$5,261.00

During this same month, the sum of \$68.05 was refunded for coupon books, returned by fifty-seven of the three hundred ninety-nine men who quit during the month. To show to what extent their use was a factor in the store business in this large company town, it may be stated that during this month of August, 1913, twenty-nine per cent of the business was on a cash basis, eight per cent on coupons, thirty-four per cent represented charges to tourists, summer residents and others, and twenty-nine per cent were charges to departments of the company.

Coupon books are issued only upon the request of employees, as a matter of accommodation, in the intervals between pay days, and not on pay days, in payment for wages.

Their use greatly facilitates the store bookkeeping, superseding the necessity for an extensive credit system.

A test case involving the use of coupon books was tried in Siskiyou County this year, and decided in favor of the company. Further mention of the use of coupon books by various companies will be made hereafter.

Hospital Fees. Prior to the effective date of the present Workmen's Compensation Act, i. e., January 1, 1914, various companies had uniformly deducted a hospital fee of one dollar per month, which insured hospital care and treatment for the employees while sick or injured. On this subject, various companies had issued printed regulations, copies of which are herein quoted.

In most cases, the companies made no accounting to employees for the hospital fees so received, and generally applied them in whole, or in part, to the hospital maintenance, and toward claims for damages.

There is no state law on this subject of hospital fees, so various companies make the arbitrary deduction whether or not they are adequately equipped to render the proposed medical attention.

A number of the companies have well-equipped hospitals, while others, not so fortunately situated, depend upon nearby doctors to furnish necessary medical aid. It is easy to see that in the case of the larger companies, employing from five hundred to fifteen hundred men per month, the hospital fees collected each month amount to a considerable sum.

There is no uniform practice as to when the dollar fee is due, that is to say, if an employee works the first and second days of the month, the fee may be deducted by some companies, while a few companies deduct at the rate of ten cents per day for the first ten days, making a total of one dollar per month. In another case, a company charges twenty-five cents per day for the first four days, or one dollar per month. Other instances will be cited hereafter.

As elsewhere mentioned, several private hospitals in and near Eureka have "hospital tickets," which they sell at the rate of one dollar per month, or ten dollars per year. These entitle the holders to medical and hospital care in case of sickness or accident.

One of these hospitals announces in its illustrated poster that:

Labor in the woods of Humboldt has worse risks than men in battle. The risk is every day and there is no escape from it. From every camp and mill, there is a procession of injured workers.

The accidents that happen are frequently serious and involve long waits for "repairs." Such "repairs" cost money at a time when a man is often broke. The care a man receives after an accident often fixes him for life.

Fortunately, there is no need for hardship in case of an accident or sickness if a man looks ahead.

A few men have worked in the woods for years without a scratch, but you will admit they are very few and you have no guarantee that you belong to the lucky number.

The foregoing is certainly not an optimistic survey of the conditions that confront woodsmen in Humboldt County, or elsewhere.

The cost of insurance under the workmen's compensation law is presumed to be charged against the profits of the companies, but in the case of those which have not reduced their hospital fees, it is probable that a portion, at least, of these fees is now applied towards liability insurance, while they are only intended to cover medical attention.

Copies of the hospital regulations of several companies are here given to show some of the limitations applying to the hospital and medical service rendered to employees:

HOSPITAL REGULATIONS.

A hospital fee of \$1 per month or fraction of a month, will be collected from all employees of ——— Lumber Company, at ———. This entitles employee in case of illness or injury contracted while in the company's employ to receive treatment at the company's hospital.

Medicine, dressings, and professional attention included.

Diet and nursing only while confined in the hospital.

Disease requiring abdominal operations and specialist's care are not covered by this fee, on account of lack of facilities, which are only obtainable in large cities.

This fee will not cover venereal diseases or conditions arising from intoxication, nor care after a patient leaves the hospital, at ———, if obliged to leave for th city or home for purposes above stated, nor professional attention to employees' families.

By order

———— LUMBER COMPANY.

NOTICE TO EMPLOYEES.

Regarding Hospital and Accident Benefits.

We have arranged with the ——— Hospital to care for all sick or injured employees at the rate of 65 cents per month per man. For this amount, Dr. ——— agrees to do all operative work, medical work, to furnish special nurse whenever necessary, to furnish all bandages, dressings and medicines, to supply private rooms to badly injured persons whenever necessary, and, in fact, to do all for an injured or sick person that a first-class hospital can do—alcoholism and venereal diseases excepted. Also to give our employees the following special reduced rates for caring for their families:

Office visits.....	\$1 50 per visit
House visits in town limits.....	2 00 per visit
Confinement cases in town.....	20 00

For members of families of employees, who wish to use the hospital, \$12.50 per week for private room, including all hospital care and service of physician (operations not included). But special rates lower than the regular rates to be given in every instance for operations.

We have made this arrangement with Dr. ——— and are starting this hospital and accident benefit scheme with a sincere desire to benefit our employees, and at the end of six months or one year, if it does not prove to be a benefit to our employees, we will discontinue it.

We propose to charge each employee, beginning March 1, 1910, ninety cents per month for hospital care and accident benefit fund.

Of the amount so received, sixty-five cents per month per man will be paid to the ——— hospital, for hospital care and special rates, as above outlined, and the balance, or twenty-five cents per month per man, will go into an accident benefit fund, this fund to be used as follows:

For purchasing artificial limbs for employees maimed in working for us, and for giving a benefit of \$5 per week to all employees injured in working for us during the period of their disablement, beginning with the second week and up to a limit of ten consecutive weeks.

This accident benefit of \$5 per week will not be given to employees who have been injured previous to this date.

Accident benefits as outlined above will be paid only upon presentation of certificates signed by Dr. ———, showing that the employee is unable to work and is entitled to receive the \$5 per week benefit.



A railroad construction camp showing proximity of stable tent to cook tent and bunk tents. A very insanitary camp where manure and flies are much in evidence.

If this accident benefit fund should prove not to be large enough to make the payments as above outlined, we will contribute to this accident fund up to the amount of \$1,000 per year, and if this accident benefit fund proves to be larger than is necessary, either the rates will be reduced or the benefits increased.

When any employee starts to work during a month, he will not be charged for hospital and accident benefit fund until the first of the next month, thus receiving part of a month hospital and accident benefit fund free, provided said employee does not leave our employ before the end of that month, for in that case they will be charged for a full month.

On the other hand, any employee leaving our employ during any month will be charged for that month in full. And in order to put our present employees on the same footing with those who may go to work later, all our present employees will receive hospital and accident benefits from the fifteenth day of February until the first of March, 1910, for which no charge will be made.

All injured and sick employees will be charged for hospital and accident benefits the same as though they were working.

Statements of this hospital and accident benefit account will be posted frequently.

(Signed). _____

REGULATIONS OF HOSPITAL DEPARTMENT.

Contributions.

A contribution of one dollar (\$1.00) per month for hospital department will be collected by deduction on pay roll from all employees of the company. This contribution will be due on entering the company's service, and thereafter will be due for and apply to each month, or part of a month, while in the service.

Benefits.

The following benefits will be given contributors to the department, subject to the regulations hereinafter laid down, namely:

- (a) Hospital care.
- (b) Medical and surgical treatment.
- (c) Medicines and surgical dressings.

Hospital treatment.

Hospital treatment, under the care of the surgeon of the department, will be provided at the hospital at _____. Cases that require special care and nursing, or that have not proper facilities at their homes for satisfactory treatment, can be sent to the hospital.

Surgeon will determine what treatment a patient should have, where it should be given, when a patient should go to the hospital, and if he or she refuses to comply with the surgeon's instructions or to go to the hospital after being advised that he or she can be safely removed there, then the patient will not be entitled to further treatment at the expense of the department on account of that injury or sickness.

Board and nursing will not be furnished outside of the hospital.

When possible, all hospital cases should be sent to the hospital. Patients will be discharged from the hospital when, in the opinion of the surgeon in charge, they do not require further treatment there. Should patients insist upon remaining in the hospital to save expense of board and lodging, when no longer requiring hospital treatment, surgeon will promptly refer the matter, with full particulars to the company office.

Medical and surgical treatment.

Medical and surgical treatment will be given employees with the same consideration and care given patients, and by physician and surgeon in charge.

Medicines and surgical dressings.

Medicines prescribed for employees by surgeon will be furnished free of charge by the surgeon, except patent and proprietary remedies.

Who will be given benefits, and under what restrictions.

Only contributors to hospital department will be entitled to benefits, and no part of any contributions made by them shall be used for any other purpose. Benefits will be given subject to the following restrictions, to wit:

(a) Benefits will not be given for ailments due to venereal diseases, intemperance, vicious habits, injuries received in a fight or brawl, or unlawful acts.

(b) Benefits will not be given for any chronic disease or disability acquired before entering the employ of the company. Many diseases and disabilities are of a progressive character, and the fact that they have become more troublesome after entering the service will not warrant free treatment.

(c) Benefits can not be given to employees afflicted with such diseases as smallpox, yellow fever, bubonic plague, or any contagious or infectious diseases subject to federal, state, county or municipal quarantine, nor can hospital care be given in cases of diphtheria, measles, scarlet fever and mumps, owing to danger of these diseases spreading to other sick and injured employees in hospital, but residence treatment and medicines will be given in such cases.

(d) Treatment for injury or sickness will continue as long as, in the opinion of the attending surgeon, it is necessary, but will not exceed the length of service with the company, except in cases of acute illness or injury, and in no case shall it exceed one year.

(e) Employees who abuse the benefits of the department, or flagrantly or persistently violate the regulations, will be excluded from further benefits.

(f) Employees will not be entitled to benefits for disabilities incurred after contributions have ceased, or after leaving the service of the company.

(g) When employees prefer to employ their own physicians or surgeons, they will do so at their own expense, as the department will not pay for such services, nor for medicines prescribed by surgeons not in the employ of the department.

(Signed) ——— LUMBER COMPANY.

Deductions. Aside from the hospital fee, which has already been discussed, other deductions from wages are for board, rent, or lodging, coupon books, store accounts, road, county hospital, and poll taxes. These latter will be further discussed and the amounts deducted in the various districts will be discussed in detail.

Benefit Funds. Several companies had been conducting benefit associations, managed by employees who decided on the amount of compensation to be paid in cases of injury.

The benefit funds were disbursed in various ways for the relief of injured employees, or to compensate them for time lost from their work. These funds were derived from hospital fees paid by the men themselves, so that the whole proposition resolved itself into a sort of mutual benefit insurance, managed by the companies, or certain selected employees thereof. Deficits, if any, were made good by the companies. Accounts were occasionally published. Only one was found posted and it was over a year old.

A committee of three men, consisting of the mill foreman, yard foreman, and one sawyer, was acting for one company, in disbursing a hospital fund set aside by the company for relief of employees. This company charged one dollar per month for hospital fee, if the employee worked over three days.

One company reported that from September 1, 1912, to September 1, 1913, there were one hundred sixty accidents, of which two were fatal. The sum of \$3,919.50 was received in the benefit fund from employees during this period, while the company distributed \$5,281. The difference between the amount received in the benefit fund and the amount distributed was paid by the company from its profits. In this instance, the benefit fund was charged with all railroad transportation and ambulance expense. During 1911-12, the total expense to this same company was \$7,540.77.

One company had been paying, after the first week, one dollar per day, up to one hundred and twenty dollars, to injured employees, while fully incapacitated. If laid up with a minor injury, they secured board and room free at hospital while so incapacitated. In cases of death, this company paid seventy-five dollars toward funeral expenses. Another company paid full wages to injured employees while incapacitated.

It will thus be seen that an attempt has been made by various companies to recompense, in some degree, the men who were so unfortunate as to be injured, and in this particular they have anticipated the Workmen's Compensation Act.

Employees of one company, who joined the company's coöperative scheme, had fifteen and one half cents per month, of their fees, set aside for an emergency fund, so that if they should get hurt they received one dollar per day while injured. In cases of illness, it depended on the judgment of the committee as to whether they should receive any benefits.

Accidents. The total number of accidents in the camps and plants of the various lumber companies visited, as hereinafter summarized, for the year 1913, was fifty-three men killed, sixty permanently injured, and six hundred ninety-seven incapacitated for periods exceeding seven days each.

The number of accidents in this industry should be considered in connection with the number of men employed in it, and for this purpose reference is made to the subject of "*Occupations*." A segregation of the accidents, by departments, was attempted, in order to approximate the most dangerous occupation, but the data submitted in the reports of companies was insufficient, as a whole, to serve the purpose.

By the system of reporting accidents outlined under the subject of "*Occupations*," it might be practicable to eventually make such segregations and formulate conclusions, on which to revise accident insurance rates. Inasmuch as this inquiry did not embrace all the establishments in the state, devoted to "lumber and its products," these figures for the year 1913 are less than the total returns reported by the Industrial Accident Commission, which are as follows: sixty-two men killed,



This stable tent extends to the ground and only the doors are left open. Manure is removed and burned daily, and the premises are treated with a preparation of creosote and water. Flies have no chance to breed under such circumstances.

one hundred twenty-one permanently injured, and one thousand eleven injured for periods exceeding seven days each.

From these statistics, it is apparent that by far the larger number of fatal accidents occur while in the employ of companies engaged in logging operations. The relatively large number (61) of people permanently injured, and the number (314) injured for periods exceeding seven days each, exclusive of these lumbering companies, may be accounted for, possibly, by the fact that these employees were engaged in handling machinery in various other manufacturing establishments located in metropolitan cities.

During the first half of 1914, the lumber industry was responsible for two thousand two hundred fifty-three accidents resulting in temporary disability, or, ten and one half per cent of all the non-fatal accidents that occurred in California.

In this respect, this industry ranks as follows:

- (1) Construction.
- (2) Steam railroads.
- (3) Metals and machinery.
- (4) Lumber and its products.
- (5) Foodstuffs, etc.

During this latter period, this industry was also chargeable with thirty-three fatal accidents, and ninety-nine permanent injuries to employees.

A newspaper article announces that:

Analyses of mortality statistics for the last two years in California, according to occupation, show that one third of all deaths among lumbermen are from violent injuries, the percentage having been 33.1 for 1912 and 33.9 for 1911.

The risk of accidental death is next greatest for steam railroad employees, among whom the percentage of deaths from violence was 28.1 in 1912, and 27.6 in 1911, or over one fourth each year.

In other words, only two thirds of all "lumber jacks" die from normal causes, and less than three fourths of all railroad men meet "natural deaths."

Accident Prevention. It is evident from the above figures that there is much to be accomplished in preventing accidents.

One company was found which had tacked up large posters, 18½ inches by 24 inches in size, containing pictures, taken before and after an accident, illustrating the dangers incident to standing in "the bight of the line"—an expression for a contingency with which most woodsmen are familiar. This company employs a large number of immigrants of various nationalities, and these posters, conspicuously displayed, could convey their message to all, irrespective of nationality. This company evidently believes that a look is worth a thousand words, especially when those words must be in various languages. This good example deserves to be adopted elsewhere.

Several of the companies, visited this year, have shown their interest in the "Safety First" movement by selecting committees to devise ways and means of avoiding accidents. One company has appointed a committee of foremen and employees to confer regularly regarding safety devices and matters pertaining to the improvement of factory conditions. Another company has issued this bulletin:

NOTICE TO ALL EMPLOYEES.

Inasmuch as it is the desire of the company to take every reasonable precaution to safeguard its employees against injury, we will be pleased at any time to have suggestions from our employees that will tend to prevent accidents and promote safety.

Another company has posted this bulletin:

NOTICE TO EMPLOYEES.

Inasmuch as it is the desire of this company to take every reasonable precaution to safeguard its employees against injury, the company desires to form a committee to study ways and means whereby accidents may be averted.

The committee at the plant will be composed as follows:

- | | | |
|-----------|-----|--------------------------------|
| Chairman, | (1) | Superintendent. |
| | (2) | Master mechanic or millwright. |
| | (3) | } Three employees. |
| | (4) | |
| | (5) | |

A meeting will be held on Wednesday, June 24th, at 7 p. m. in the hall, over the company store, for the purpose of selecting these three employees.

The committee will meet every two weeks at the call of the chairman. Its functions will be as follows:

First—To submit suggestions to the management, which in their estimation will improve the physical hazard in the mill work.

Second—To hold inquiry into all accidents that may occur in the operation of the mill, and to devise means to prevent similar mishaps in the future.

Third—To periodically inspect all safety devices around the plant, and to see not only that the proper use is made of them, but that they are kept in full working order.

Fourth—To study the safety and welfare of our employees.

Very truly yours,

— LUMBER COMPANY.

It is evident that by the cooperation of such trusted employees, much good can be accomplished. The appointment of committees who may handle such matters and who are receptive to suggestions from employees themselves, is a step in the right direction and should result in a material reduction in the large number of accidents chargeable to this industry.

It should not be inferred, however, that all the lumber companies have been derelict in the matter of installing safety devices, for many of them have paid particular attention to this detail. They have, at least, posted notices warning employees of danger.

Many of the accidents in the logging operations are of the most serious and unusual character, necessitating hospital attention. They include fractured limbs, crushed ribs, skull injuries and wounded eyes, all of which require expert and unusual surgical operations and treatment.

It may well be said to the credit of the larger companies that they have endeavored to anticipate such cases either by the ~~operation~~ and maintenance of first-class hospitals, the securing and ~~retention~~ of the best physicians and surgeons obtainable, the installation of "X-ray" and other hospital equipment, or have arranged with nearby hospitals to supply needed medical or surgical assistance. In addition to this, these companies avail themselves of the services of specialists when necessary. Instances of such occasions might be cited, but space does not permit.

Accident Prevention—Railroads. The various laws requiring headlights on locomotives, automatic coupler equipment, air brakes, and full crews, applicable to "common carriers," do not apply to most of the logging railroads, as, with but few exceptions, they do not happen to come under this classification.

As a result, these logging railroad employees are peculiarly subject to many dangers in the operation of logging trains. Without cabooses to ride in, they must ride on the loaded cars. They clamber over logs or over cars that may be floored, or of skeleton construction, to set brakes, couple and uncouple cars, and transmit signals, because of the lack of the conveniences which are found on common carriers. Serious accidents are of frequent occurrence.

As these logging railroads are often constructed in the most mountainous localities, grades up to six per cent are common, and higher grades are not unusual, while as many as six "switch-backs" were found necessary to make ascents.

Short curves are frequent, and it is not uncommon for logs to roll off of cars, or for cars to become derailed. The use of air brakes on the trains would enable the engineers to control the cars at all times and increase the safety of the train crews.

While most of the railroading is ordinarily completed in the daytime, it is not uncommon for trains to be delayed far into the night, and the lack of good headlights, as well as standard equipment, under such circumstances, jeopardizes the lives of the train crews. Legislation on these subjects is urgently needed.

As most logging railroads are not common carriers, they are not permitted to charge and collect fares. Therefore, several companies, to



Tents and portable bunkhouses alongside of a logging railroad, in a canyon.

relieve themselves of liability for accidents, issue tickets of the following form, which users are required to sign:

Pass the bearer, _____, at passenger's risk, as per release on reverse side of this pass.

_____ LUMBER COMPANY.

Dated at _____

By _____

"This pass is issued as an accommodation and not on company business, and in consideration of such accommodation I, the undersigned, hereby release the _____ Lumber Company from all claims for damages or causes of action whatsoever for any injuries that may be sustained through accident, whether said accident be caused through negligence or carelessness on the part of the company's servants or not.

(Signed) _____"

To illustrate the importance of the coöperation of the managers in the prevention of accidents, as well as in other humanitarian movements, a prominent publication makes the following statement:

Twenty per cent of "Safety First" depends upon the superintendent. That is, out of every hundred points allowed on any safety work, twenty points depend upon the personality, mental attitude and point of view of the superintendent.

This is how the percentage works out, according to the United States Steel Corporation, the foremost advocate of "Safety First" in the United States:

Attitude of superintendent.....	20 per cent
Work of safety committees.....	20 per cent
Inspections by workmen.....	5 per cent
Instruction of workmen.....	15 per cent
Prizes	9 per cent
Signs	3 per cent
Lectures	3 per cent
Safeguards	17 per cent
Lighting	5 per cent
Cleanliness	3 per cent

All of which make the attitude, or state of mind, of the superintendent one of the two most important elements in "Safety First." It equals in results all the labor of safety committees, and passes by three points all that can be accomplished by safeguards.

Inquests. Examinations were made of the records of inquests on accidental deaths in the lumber industry, on file in the offices of the county clerks in fourteen of the counties visited, where lumbering operations were in progress.

No verdict was rendered, during the year preceding such inspection, holding any lumber company responsible, or blaming any company for negligence in the matter of any accidents.

This is not surprising when the personnel of the coroners' juries is taken into consideration. These juries are mainly composed of company employees, whose interests to the living are greater than those to the dead.

Sample verdicts are quoted herewith:

"By unavoidable accident, caused by log rolling over him."

"Came to his death on September 2, 1913, in this county, by accident, through carelessness on his own part."

"Came to his death on fourth day of July, 1913, in this county, by being struck on the back of the head by hook attached to cable flying through the air, due to boom on donkey engine breaking. We further find that the accident was unavoidable."

"By being hit by a sapling falling on him from the rebound on the slacking of the line on the log they were pulling on. Unavoidable accident."

"By accident, being caught between trip line and log—log rolling on him and crushing him to death while working in woods."

"By being struck by flying becket while employed as chain tender on pond for _____ Lumber Company. We further find that his death was accidental, and that no blame be attached to any one."

"By accidental drowning in the mill pond; and we further find that he was negligent in not having his shoes properly caulked."

"We, the jury, bring in a verdict of accidental death, caused by a cant being thrown from edger, and, as far as known from the evidence, the accident was unavoidable; and we further find that his death was caused by internal injuries."

"That the cause of his death was being struck on the head with a steam pipe and instantly killed. The *diseased* turned on the steam [against orders] and the disconnected pipe swung round and hit him on the head [and killed him instantly.]"

NOTE.—Bracketed portions of verdict were interlined. No reference to them as being a portion of the verdict as originally signed by the jurors.

Verdict in inquest of woodsman who died from exposure, due to over-drinking:

"We condemn actions of officers and officials in not preventing the selling of liquor to persons under the influence of liquor, and ask that same be prohibited and stopped."

"By an [unavoidable] accident, resulting from a rock striking the railroad car in which he was riding at the time and which crushed him to death [and we find that no blame can be attached to any person or firm]."

NOTE.—The bracketed words were a part of a previously prepared verdict, for which the jurors would not stand and in consequence of which the words were struck out.

The uniform peculiar significance of these sample verdicts; the brevity and perfunctoriness of the evidence on file; the ever present possibility of the suppression of material evidence, especially when fellow employees have everything to gain and nothing to lose by their silence: all tend to discount the value of verdicts rendered under such circumstances to the extent of constituting the whole expensive performance a farce and a travesty on justice.

In only one of the verdicts above rendered did a jury have the temerity to make a recommendation to prevent a recurrence of accidents. This jury advised that a device be installed in the sawmill, to be used as a signal to stop the machinery when necessary.

It is evident that where juries must be impaneled, in remote districts, the members of the jury are necessarily drawn from citizens who are accessible, and in the case of logging camps it follows that they are often company employees. Under the circumstances, they are apt to be deterred in their findings from placing any responsibility on their employers, and, as above noted, only too often fix the responsibility for the accident on the unfortunate employee.

Most of the verdicts here noted were rendered on foreigners, who, through unfamiliarity with the English language, or logging conditions were peculiarly subject to the hazards of the lumber industry. It is due, in a large measure, to the presence of these untrained immigrants in lumber operations that this industry ranks so high in the number of accidents—fatal and otherwise.

Medical Cabinets. Of the humanitarian legislation accomplished by the last legislature, the medical cabinet law deserves especial notice. This act reads in part as follows:

Section 1. Every person, firm or corporation operating a factory, or shop, or conducting any business in which power machinery is used for any manufacturing purpose, except for elevators or for heating or hoisting apparatus, where five or more persons are employed, shall at all times keep and maintain, in some accessible place upon the premises upon which such factory, shop or business is located, free of expense to the employees, a medical or surgical chest which shall contain an adequate assortment of absorbent lint, absorbent cotton, sterilized gauze, plain and medicated adhesive plaster, cotton and gauze bandages, also one tourniquet, one pair scissors, one pair tweezers, one jar carbolyzed petrolatum, one bottle antiseptic solution, and one first aid manual, all of which shall cost not less than six dollars, and to be used in the treatment of persons injured or taken ill upon the premises.

(Chapter 278, Statutes 1913.)

In compliance with this act, many companies had installed, prior to the inspections, medical chests in their various plants and logging camps for emergency use. The practical utility of these cabinets, especially in localities remote from doctors and hospitals, is easily apparent. Many cases of septic poisoning, due to improper bandaging, will be obviated by the use of the aforesaid equipment, and these appliances will also minimize the results of many accidents.

Detailed reports respecting their installation are elsewhere given. Where installed, the medical cabinets in the camps were generally in the stores, or the cabins of the foremen or timekeepers, because these men were trusted with their proper handling.

As a rule, the woodsmen are employed at work at distances of a quarter of a mile up to one or two miles from camp. The donkey engines near which the accidents are most liable to occur, may be anywhere within this radius. It is manifest that the cabinets might well be installed wherever a donkey engine is used, in order to save valuable time should an emergency arise.

Many of the medical cabinets were not equipped with first aid manuals. Where these are not otherwise readily obtainable, a copy of "First Aid Instructions for Miners" may be secured by writing to the Bureau of Mines, Department of the Interior, Washington, D. C., for "Miners Circular, No. 8."

Ambulances. It is a noticeable and commendable sign of the times that companies, of their own initiative, have supplied, equipped and set apart for immediate use, reconstructed automobiles, on railroad



An "undercut" in an immense redwood tree.



Fallers sawing into a stately sugar-pine tree.

trucks, or gasoline motor speeders, with portable cots, to be used on their logging railroads in emergencies. At least two instances of this kind were found, in the Southern Pine District, where these cars were kept in reserve for this use. As logging camps are located anywhere from one to thirty miles from a hospital, the urgent need in cases of accident, for such means of transportation, is evident.

Several companies have their railroad men instructed in case of emergency to detail an engine to bring the injured employee directly to the hospital. The failure of a certain company to anticipate such a contingency was responsible in a very large degree for the loss of life of one logging employee, as disclosed by a verdict rendered September 9, 1913. The conclusion of the coroner's jury was that the toggle-knocker came to his death "by accident, owing to his own carelessness, at Camp ——— of ——— Lumber Company, by having had his right leg crushed between ankle and knee, between two logs."

The evidence went to show that the accident occurred at 4:30 p. m. The injured man was conveyed to the nearest railroad point, where he was held until the evening passenger train arrived. He was then taken by train some thirty miles to the hospital, arriving there about 9 p. m. The doctor's testimony was that in this long interval, the victim had lost a great deal of blood, in consequence of which he did not survive.

Arrangements might have been perfected previously, or permission secured in this emergency, whereby the company could have brought the man directly to town on its own engine. This lumber company is closely associated with the railroad system, and it is to be hoped that a recurrence of this character will be prevented. The logging superintendent of this company was the foreman of the coroner's jury, which rendered the foregoing verdict.

Sanitary Safeguards. Only one company was found which used sanitary drinking fountains, thus obviating the use of the very unsanitary drinking cups in general use. This method, of course, has its limitations, for it is only adaptable where good drinking water may be piped under pressure to the place where used. The simplicity and superiority of sanitary drinking fountains over other methods, needs only to be seen to be appreciated.

Common roller towels are in general use in many places where common washbasins are used. The use of the sanitary paper towels, as required in certain cities of this state, is not followed by any lumber company. The grave danger of infection from both the use of the common drinking cup and the roller towel are well known, and their use on trains, as well as in certain cities, has been prohibited.

Public Health Bulletin, No. 57, issued by the Surgeon General, Public Health Service, Washington, D. C., gives a resume of the laws relating to, and the dangers incident to the use of common drinking cups and roller towels.

Sickness. The most common cases of sickness reported are the so-called "camp disorders." These are due to eating contaminated food, or food improperly cooked, or exposed to flies, or the injudicious use of fresh fruit.

During the inspection trip, the following contagious cases were noted: one case of smallpox was sent to a hospital, and the bunkhouse fumigated; two cases of typhoid were being treated in a hospital: twelve typhoid cases were being treated in another hospital, all of them having originated, so far as known in a "company town." The manager stated that, subsequent to the epidemic, he had expended over \$1,000 in cleaning up the town. Yet the privies in the lumber yard were found unroofed and in a very unsanitary condition. Comment is unnecessary.

From a camp of another large company, four cases of typhoid had been sent to the hospital, in September, 1913, just prior to the inspection. The logging superintendent stated that this camp had always produced more or less sickness, and he was uncertain whether it should be ascribed to the drinking water or to the presence of a typhoid "carrier" in the camp.

The possibility of a typhoid or other contagious epidemic is ever present. With the likelihood of a typhoid "carrier" in any camp, it is essential that preventative measures, looking to proper screening and the installation of sanitary conditions, be employed.

The common fly is frequently a carrier of typhoid by reason of its filthy habits. Germs cling to its feet and are deposited on food or in milk. Typhoid is due to a microscopic germ, which multiplies in the bowels and is found in great numbers in the discharges of the patient. Internally, it generates poisons and causes lesions or injuries, which in many cases end fatally. Wells, springs, ponds, streams, and reservoirs often have become infected, directly or indirectly, from excreta containing typhoid bacilli; and epidemics of the deadly fever have been traced to such sources.

The locating of human typhoid "carriers" in a given camp is difficult. For instance, a well known case is on record of a certain lumber steamer plying between Eureka and San Francisco, to which had been traced twenty-seven cases of typhoid, among sailors and passengers, during a period of three and one half years. The cause of infection was finally traced to a common drinking cup used by the various members of the crew, one of whom had been subject to typhoid fever

and was later discharged as cured. To all appearances, he was entirely well and able to do his usual work, but the germs continued in his system during all this time, and afterwards, thus endangering others.

Had this man been the ship's cook, it might have been easier to locate the source of the trouble, and, for this reason, persons engaged in the cooking or handling of food supplies should be subject to special inquiry as to their exposure to or contamination by this disease.

Further information regarding this and other interesting cases of typhoid "carriers" may be secured by writing to the State Hygienic Laboratory, Berkeley, Cal., for a free copy of "A Typhoid Carrier on Shipboard."

Literature on the relationship of flies to diseases, particularly typhoid fever, may be secured by writing for any of the following list of publications:

"The House Fly in Its Relation to Public Health," Bulletin 215, issued by the Agricultural Experiment Station, College of Agriculture, Berkeley, Cal.

"House Flies," Farmers' Bulletin 459, and "How to Prevent Typhoid Fever," Farmers' Bulletin 478, issued by the Division of Publications, Department of Agriculture, Washington, D. C.

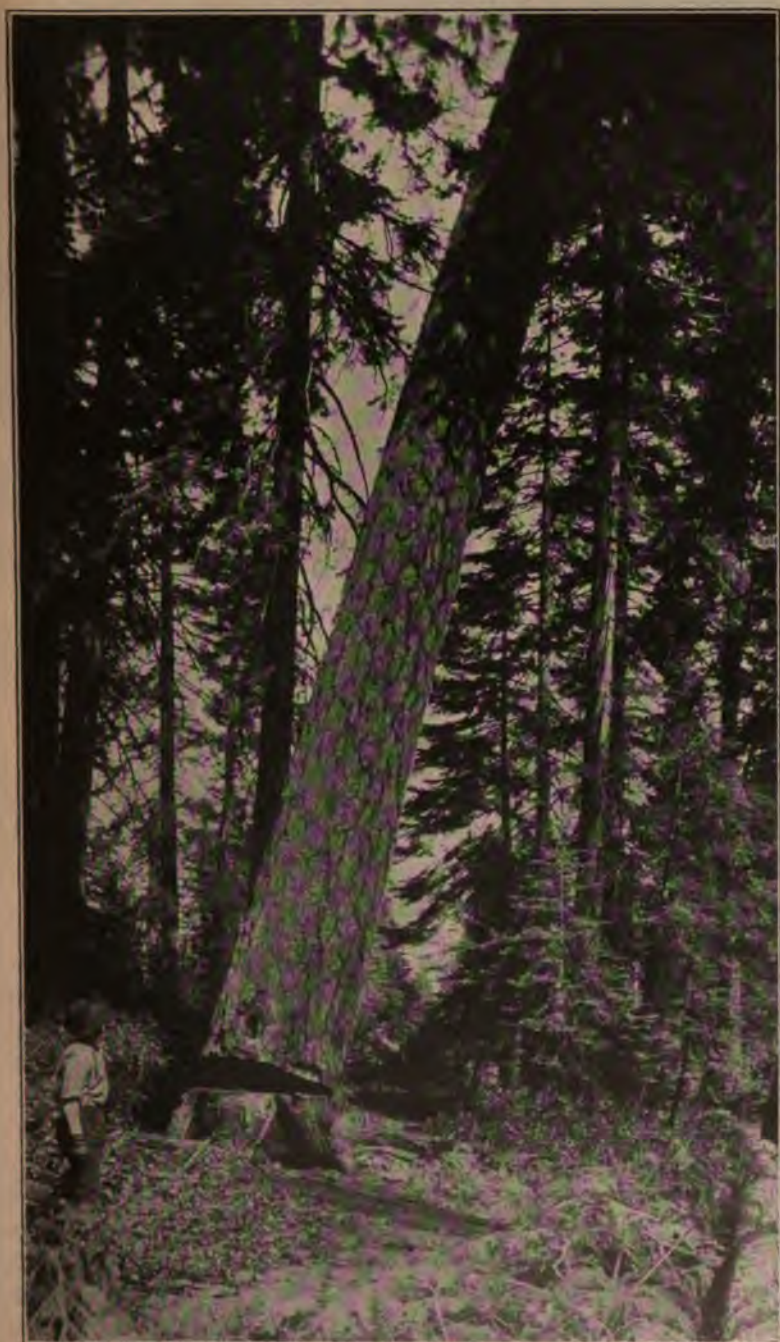
"Flies as Carriers of Lamblia Spores," Reprint No. 154, P. H. R., issued by the Surgeon General, U. S. Public Health Service, Washington, D. C.

"American Journal of Public Health," for March, 1914, 30 cents. The American Public Health Association, 755 Boylston street, Boston, Massachusetts.

Fumigation. Several companies use steam from donkey engines or locomotives, once or oftener during the year, to disinfect the bunkhouses or to kill or dislodge the vermin, which often are housed there.

Following cases of contagion, sanitary precautions in the way of fumigation are not always employed, as the means are not at hand, or methods are not well understood, for performing this important duty. Formaldehyde gas in the presence of water vapor is strongly advised for fumigation following most cases of sickness. Fumigation by sulphur is less efficient and is injurious to fabrics and metals. A convenient and inexpensive method of fumigating with formaldehyde is described as follows:

Prepare the room by closing all cracks and crevices by plugging or by pasting paper over them. Open bureau drawers and closets, and spread fabrics so that the formaldehyde will have access to all surfaces. Cover a space in the center of the floor with newspapers to prevent damage from splashing. Place a clean, ten quart galvanized iron pail on the floor and put into it eight ounces of dry potassium permanganate crystals. Pour one pint of formalin into the pail, retire quickly, and seal the door. One container and the quantities of chemicals stated are sufficient for fumigation of 1,000 cubic feet of air space. The heat generated by the chemical



The fall of a monarch of the forest.

action between the potassium permanganate and the formaldehyde will evaporate the solution, throwing formaldehyde and water vapor into the room. Risk of fire from too rapid oxidation may be avoided by the use of clean pails. After twelve hours the room should be opened and aired, and, if the remaining formaldehyde gas is oppressive, a little ammonia should be sprayed in the air. The room should then be thoroughly cleaned.

When properly performed, the foregoing procedure will effectively destroy bacteria.

Fumigation for bedbugs and other vermin is best effected by hydrocyanic acid gas, but as this is too dangerous for common use, the best informed entomologist in California advises that four or five pounds of sulphur be used for each one thousand feet of air space in the room.

All metals, especially brass and iron, must be removed or fully protected. All cracks should be closed up, and the room kept closed for from three to five hours.

Space does not permit a more complete discussion of methods and remedies to be used for vermin, but before undertaking this important kind of work, readers are advised to send for one of the following free publications, and to understand fully the methods they advise:

Bulletin No. 253, Ohio Agricultural Experiment Station, Wooster, Ohio.

Bulletin No. 4, New Series, revised edition; Circular No. 47, Second Series: Bulletin No. 90, and Circular No. 163, Bureau of Entomology, issued by the Division of Publications, U. S. Department of Agriculture, Washington, D. C.

Farmers' Bulletins, No. 155 and No. 345, issued by the Division of Publications, U. S. Department of Agriculture, Washington, D. C.

Occupational Diseases. An experienced physician for a large lumber company stated that the life of lumber handlers, and pilers, is about seven years, as the work is very heavy and soon breaks them down. This record is comparable to the underground operations of miners, where the dust and working conditions often bring on "miner's consumption" in about the same period of time.

The general use of saw-filing machines, and the various forms of wood-working machinery, without blowers, particularly in the redwood district, is a violation of the Sanitation and Ventilation Act. The constant inhalation of dust by employees tends to lower their physical resistance and renders them peculiarly subject to illness.

Occupations. Employees in the lumber industry have been tentatively segregated into forty-four distinct classes or groups, as per table herewith presented. This was done for the purpose of securing a basis for averaging their wages in the various occupations. This segregation, however, omits operators in several departments, as those in a match factory, etc., when but one establishment is known to exist in the state.

The lumber industry in California utilizes employees of more varied capabilities than any other industry.

Segregation, by Departments, of Employees in the Lumber Industry.

Departments	Pine Districts				Redwood Districts				Totals by districts	
	Northern		Southern		Northern		Southern		Pine	Red-wood
	Sub-totals	Totals	Sub-totals	Totals	Sub-totals	Totals	Sub-totals	Totals		
1. Executive and office force.....		78		80		106		5	158	111
2. Stores.....		71		30		109		1	101	110
3. Postoffice.....						2				2
4. Hotels.....		5		10		25			15	25
5. Boarding houses.....		6		29		52			35	52
6. Hospitals.....		5				5			5	5
7. Tie camps.....						19				19
8. Bolt camps—										
a. General.....					189					
b. Cableways.....					8					
c. Cook houses.....					7	204				204
9. Logging camp operation—										
a. General.....	1,282		1,645		2,351		122			
b. Cook houses.....	65	1,347	71	1,716	112	2,463	7	129	3,063	2,592
10. Pond crews.....		34		58		79		2	92	81
11. Wharves.....						319				319
12. Railroad construction—										
a. Location party.....	13		13		11					
Cook house.....			1							
b. Bridge gangs.....	19		43		25					
c. Grading gangs.....	445		346		45					
d. Steel gangs.....	8		52							
e. Cook houses.....	13	498	25	490	6	87			978	87
13. Railroad maintenance—										
a. General.....	89		235		198		18			
b. Cook house.....		89	3	238		198		18	327	216
14. Raftsmen, rivermen, etc.....						23				23
15. Pile drivers.....						7				7
16. Railroad operation—										
a. Tramway-hoist.....	4		17							
b. Cableway.....			9							
c. Broad and narrow gauge.....	115		165		141		5			
d. Telephones.....		119	5	196	1	142		5	315	147
17. Railroad switching, yards.....		29		40		10			69	10
18. Plumes—										
a. General.....	34		74		5					
b. Cook houses.....		34	1	75		5			109	5
19. Lumber shipping—railroad.....		171		68					239	
20. Lumber transfer—monorail.....						12				12
21. Lumber transfer—crane system.....						34				34
22. Sawmills—										
a. General.....	773		521		1,149		55			
b. Lath department.....	38		43		5					
c. Picket department.....					36					
d. Shingle and shake department.....					70		2			
e. Cook houses.....	27	838	14	580	44	1,304		57	1,418	1,361
23. Shingle and shake mills—										
a. General.....					175					
b. Cook houses.....					5	180				180
24. Labor—skilled—										
a. Carpenter shop.....	116		51		64		2			
b. Foundries.....	10		1							
c. Machine shop.....	37		29		78		3			
d. Railroad equipment.....	21		43		40		2			
e. Miscellaneous.....	67	271	55	179	107	289	4	11	450	800
25. Labor—unskilled.....		60		38		119			98	119
26. Stables.....		53		40		20		3	93	23
27. Dairies.....				1		17			1	17
28. Farms and ranches.....		105		2		72			107	72
29. Lumber yards.....		454		674		791		35	1,128	896
30. Sorting sheds.....		54		61		142		10	115	152
31. Yard construction.....		6		12					18	
32. Dry kiln and dry yard.....		17		70		130		2	87	132
33. Lumber sheds.....		3		11					14	
34. Planing mills.....		132		95		134		6	227	140
35. Box factories.....		644		455					1,099	
36. Moulding factories.....		19		17		27			36	27
37. Veneer plants.....		38		68					38	
38. Heating plants.....		2							2	
39. Electric plants.....				7					7	
40. Power plants.....		50		7		14			37	14
41. Ice plants.....		1				1			1	
42. Sash and door cutting.....		186		70		29			256	29
43. Sash factories.....		72		52		15			124	15
44. Door factories.....		112		104		13			216	13
Totals.....		5,583		5,495		7,198		284	11,078	7,482

Hours of Labor. Camps, and lumber plants, operate on the basis of ten hours a day, yet, as will be noted hereafter, a number of sawmills and box factories operate "time and a quarter," that is, twelve and one half hours per day.

Offices are generally open from eight to ten hours per day. The store-employees have longer hours than any other department, because the stores are open before the mill and camp employees go to work, and remain open until long after these men go off duty. It would seem as if this was not wholly justifiable. The stores might be closed during a portion of the day to offset the night work required, and the latter limited to one or two evenings, for a short time, each week.

Railroad men are subject to long hours, some starting out as early as 5:30 to 6:00 a. m. and remaining on duty as late as 6:00 to 8:00 p. m. When accidents occur they may be detained on duty far into the night.

Night watchmen, firemen and engineers also have long hours, usually from 6:00 p. m. to 6:00 a. m. for seven days per week, making a total of eighty-four hours weekly. Recognizing the trend of public opinion and legislation toward shorter working hours, some companies are reducing their hours of work in offices and stores to the minimum required for the work to be performed.

The census returns from California, in 1909, reported the total number of hours per week of the 22,935 wage-earners in the lumber industry as follows:

Forty-eight hours and under	3,879
Between 48 and 54	68
Fifty-four hours	2,709
Between 54 and 60	228
Sixty hours	14,732
Between 60 and 72	1,324
Seventy-two hours	15

In making this classification, the average number of wage-earners employed during the year is used, and the number employed in each establishment is classified as a total, according to the hours prevailing in that department, even though a few employees work a greater or less number of hours.

From this it is evident that night watchmen, firemen, engineers and others employed twelve hours or over, being few in number, are entirely disregarded, for these are on duty up to eighty-four hours per week, but are not noted above.

It is a matter of general surprise that the following law, applicable to the lumber industry, is on the statute books:

Section 1. Every person, corporation, copartnership, or company operating a sawmill, shakemill, shinglemill, or logging camp, in the State of California, shall allow to his or its employees, workmen, and laborers a period of not less than one hour at noon for the midday meal.

(Civil Code, Appendix, page 827; Stats. 1901, p. 75.)



Buckers sawing a tree into sixteen or thirty-two foot lengths, using machine operated with compressed air.

While this law has been in existence for thirteen years, it is not known that it has ever been enforced.

One company operating its sawmill twelve and a half hours per day was allowing its employees forty-five minutes at noon, while several companies in the vicinity of Eureka were allowing their employees thirty or forty-five minutes at noon for the midday meal. The latter companies claimed that they did so to please their employees, who wished to get home earlier in the evening.

Aside from the foregoing act, the "Child Labor Law," the "Weekly Day of Rest Law," and the "Eight Hour Law for Women" comprehend the only time limitations for employees in the lumber industry.

The so-called "Sixteen Hour Law for Railroad Employees," as amended in 1913, is applicable only to those employed on common carriers, and would apply therefore to only a few lumber companies which operate logging railroads coming under this classification.

Weekly Day of Rest. Certain employees of the lumber industry are engaged in occupations which are more or less continuous in their nature. Instances are: night watchmen, firemen and engineers, kitchen and dining-room help, and telephone operators. In many instances railroad employees have emergency work which must be done on Sunday.

It is often necessary, also, that repairs to locomotive engines and sawmills be made on Sunday in order not to interfere with the usual week day operations.

So far as known the following law has never been observed in the lumber industry:

Section 1. Every person employed in any occupation of labor shall be entitled to one day's rest therefrom in seven, and it shall be unlawful for any employer of labor to cause his employees, or any of them, to work more than six days in seven; *provided, however*, that the provisions of this section shall not apply to any case of emergency.

Section 2. For the purposes of this act, the term day's rest shall mean and apply to all cases, whether the employee is engaged by the day, week, month, or year, and whether the work performed is done in the day or night time.

(General Laws, Act No. 2137, Statutes 1893, page 54.)

Labor Saving Processes. No special inquiry was made in relation to this subject, for with the many departments into which this industry is divided, each having numerous operations, such a task would be too lengthy and difficult to accomplish.

A noteworthy instance of the displacement of hand labor by machinery is the installation, at a certain sawmill, of a crane system for the expeditious trucking, piling, loading, and handling of lumber.

This system is reputed to have cost \$50,000 and to have paid for itself, through the economies effected, within eighteen months. The company figured that it displaced twenty-seven men who otherwise would need to be constantly recruited, housed, boarded, and paid, and who would also be liable to accidents at any time.

PART II—CAMPS.

Names. The logging camps are named for various reasons: (1) After the streams, as Nanning Creek, Jacoby Creek; (2) Topographically, as Tip Top; (3) In a consecutive series, as Camp 20, Camp 21, etc.

Seasons. The camps open generally in April or May, and continue as late as the weather or business conditions warrant. In 1913, the camps in the pine district continued operations into November, while in the redwood districts, some camps remained open, due to favorable weather, until Christmas. This year (1914), some of the camps closed in September, on account of the business depression, and the small foreign demand, due to the European war.

Supervision. The camps are in charge of a logging superintendent, a foreman, or a subforeman, called a "camp boss." The better camps have flunkies, jocularly called "bull cooks," or "crumb bosses," to sweep out the cabins, chop the wood for the cooks, and to dispose of the garbage.

Location. In the pine districts, the camps may be shifted as often as four times in one season, while in the redwood belt, the camps are more permanent, some remaining in one place upwards of four years.

Care is exercised in the selection of good camp sites, and the proper distribution of the various bunkhouses and camp cookhouses. The foreman's office is at the store or commissary, which is generally placed near the dining-room.

Upon the topography of the locality depends whether the bunkhouses will be placed in rows parallel to the railroad tracks, or, widely distributed, as is often done where the land is fairly level. The latter plan has the advantage of increased safety in the event of a fire originating in any bunkhouse.

When the houses are placed in rows, a water pipe is often laid past them with faucet connections for each house.

Each house is supplied with washbasins, which plan is preferable to having a common washing place.

Camp Sanitation. Much literature of an advisory nature, has been issued on the proper location, arrangement and management of labor camps. A few references to this subject are here given:

"Sanitation of Camps," Monthly Bulletin, March, 1912, State Board of Health, Olympia, Washington.

"Labor Camps in Wisconsin," Industrial Commission of Wisconsin, Madison, Wisconsin.

Page 48, Third Annual Report, Bureau of Industries and Immigration, State of New York, Albany, New York.

Housing. The bunkhouses are arranged, as a rule, alongside of and parallel to the railroad tracks. Where bunk cars are used, they are placed on side tracks. Bunkhouses are built of unplanned and unpainted lumber. But one company in the state has built its houses of planed lumber and painted them. Where wooden bunks were used, the bunkhouses were often infested with bedbugs. Tents are used by a few companies, as will be noted hereafter.

In the older logging camps which were visited, the permanent buildings were often equipped with double-deck wooden bunks. It is a favorable sign of these progressive times that not only such buildings, but also the use of double-deck bunks of any description, are going out of use and are being supplanted by movable bunkhouses, equipped with single steel bunks. Generally, three single steel bunks are placed in one house, with a stove in the fourth corner.

It is notorious that when a man leaves a camp, his comrades in the same bunkhouse generally demolish the wooden bunk which he has occupied and burn it up in the stove, in order to prevent a stranger from again using it. From this it will be seen that men do not like to be herded together in large numbers, preferring a congenial group of two or three companions.

In one camp in the Northern Redwood District this notice was posted on the doors: "Do not destroy the bunks in this cabin." The managers estimate the value of a wooden bunk at about \$1.00 each, and the expense incident to the replacement of wooden bunks each season may become a large item in the camp accounts.

Double bunks, constructed either of wood or steel, to accommodate two persons in one bed, are not in use at any place that was inspected.

"Double-deck bunks" either steel or wooden, is a term applied to a structure having an upper and a lower berth. The use of double-deck steel bunks is very limited and is mostly confined to bunk cars.

The two construction camps that were inspected, use double-deck wooden bunks. These are camps where the men are engaged in quarrying, or in power dam construction, as distinguished from railroad camps for railroad construction.

Single wooden bunks are generally from 30 inches to 36 inches wide, and 78 inches to 84 inches long. They are enclosed on four sides by boards 6 inches to 10 inches high, and are boarded across the bottom, the whole structure being supported by wooden legs at each corner. Straw is placed in this box-like arrangement, and the bedding or blankets are laid on top of the straw.

The continued use by certain companies of these primitive, temporary wooden nests—vermin incubators—to stable human beings, who are forced by necessity to occupy them, clearly reflects the attitude of these



A "donkey crew" at work hauling a train of logs down a chute.

employers toward the humanitarian movement initiated by this Bureau, strengthened by the disclosures of the Wheatland riot of August 3, 1913, and now supported by public opinion.

It is to be regretted that legal limitations prevent the publication of a roll of honor comprising the names of those companies that, appreciating humanitarian considerations and the physical efficiency of their employees, have arranged for a permanent installation of steel bunks, shower baths, and sanitary conditions.

This Bureau appreciates the work which these companies have done toward improving living conditions, and commends their example to others.

As heretofore noted, the camp sanitation law requires that:

The bunks or beds shall be made of iron, canvas or other sanitary material and shall be so constructed as to afford reasonable comfort to the persons occupying such bunks or beds.

Whatever may be said of wood as a sanitary material, this Bureau has taken the attitude that wooden bunks do not "afford reasonable comfort" to the persons occupying them at any time, and especially when infested with vermin.

Acting on this assumption, the proposition was put up to the managers, during the enforcement of the law in 1913, that in addition to the direct financial loss, occasioned by the moving or the destruction of wooden bunks, and the supplying of straw, with the consequent fire hazard, there was an indirect financial loss, due to the lower physical efficiency of the men employed, caused by the fact that they did not get that restful sleep on hard bunks that they would secure on iron bunks constructed with springs. In other words, if the employees secured better rest, they would be able to work better, and the additional expense for steel bunks would be more than compensated for in a larger output, by better contented men.

In this connection it is a pleasure to state that following the inspections made during the year 1913, and the conferences with the managers, twenty-eight lumber companies installed 3,649 single steel bunks, and 159 double-deck steel bunks. Elsewhere in the state, following the passage of this law, eleven lumber companies, of their own initiative, installed 966 single steel bunks.

Up to September 22, 1914, sixty-four other companies in the state had installed 1,131 single and 451 double-deck steel bunks.

This makes a total of 5,745 single and 610 double-deck steel bunks now installed, following the passage of this law, in addition to upwards of 1,000 single steel bunks previously in use.

The far-reaching influence of this step taken by the various managers can hardly be estimated. It means not only increased comfort for thousands of men, but increased efficiency, figuring into hundreds and thousands of dollars, for the various companies which have taken this advanced step in the matter of camp sanitation.

The result is none the less noteworthy, because of the lack of newspaper attention or notoriety, and the entire absence of friction and lawsuits.

A thorough canvass of the situation, combined with conferences with the various managers, has accomplished much already, but there still remain some companies that have not yet made any improvements in the housing and living condition of their employees.

Club houses. But one company in the state has placed a club house in its logging camp, and this will be described more particularly under the title of "Southern Pine District."

The practical utility of such a place for reading, writing, bathing, and the exercise of good fellowship, is too evident to need any recommendation.

Several of these houses are maintained in various "company towns" by employees, through the formation of clubs, and the coöperation of the companies. They are furnished with the various facilities of a club, and serve to attract and retain the better class of employees.

Bathhouses. The bathhouses that have been installed will be described later. Their practical utility is too apparent to warrant discussion. It is strange that where water is so free and abundant, and fuel is so cheap, as in the camps, so many companies were found which had not installed bathhouses.

At the sawmills, there is every reason for their installation, as the first cost is very small and the cost of maintenance is nothing.

No reinspections have been made, hence it is not known how many companies operating in northern California, since the survey was made in the autumn of 1913, have installed bathhouses. It is probable that most of the companies which installed steel bunks have likewise made some provision for free baths.

Several companies have placed bathtub facilities in charge of a local barber. These barbers uniformly charge twenty-five cents per bath. This places a premium on cleanliness, to the detriment of the employees, and ultimately of the companies, as the majority of the men are adverse to paying any fees for the use of water. To meet this objection, a nominal charge for soap and towels might be imposed.

Laundry. Two companies in the state have laundrymen retained to wash the clothing of their men each week. For this service, a charge is made as is noted elsewhere. In all the camps of the other companies, the absence of laundry facilities for the men was very noticeable. This laundry work, when performed by the men, is usually left until Sunday, and, under the usual conditions obtaining, is more apt to be half done, or left undone, than otherwise.

Water. Water is usually piped direct from springs so as to insure an absolutely uncontaminated supply. Cases will be cited where the water is supplied from springs, wells, flumes, and open ditches. As a rule, the water is of superior quality and abundant in quantity.

Liquor. None of the companies sell liquor in their logging camps, and a number of them strictly forbid its use on the premises. The attitude of the managers is elsewhere mentioned.

Dining-rooms and Cookhouses. These are generally combined under one roof. The structure may be:

(1) A permanent frame building, erected for the purpose and left standing, taken apart, or burned down, when the camp is moved elsewhere.

(2) A portable frame building, made in sections, which are taken down and moved to new locations as required.

(3) A box car, constructed and arranged for use in connection with bunk cars. In such cases, the cooking and commissary work is done in one car, while an adjacent car is used for a dining-room.

(4) A tent with, but generally without, floors. This latter is the most difficult to effectively screen, and none was found so protected. Of all the structures in a camp, it is most important that the dining-rooms and cookhouses at least should be effectively screened from flies. Fly traps, fly paper, and other devices should be used to reduce the number of flies. One method is described as follows:

A cheap and easy way to kill flies is to put about eight teaspoonfuls of formalin in a quart of water; add a little sugar. Put it in a fruit jar; put a plate over the top; hold the plate with one hand and the jar with the other and turn it over so that the plate is underneath. If the turning is quick and skillful, nothing will be spilt. If the mouth of the jar has a little nick in it, a little will run out into the plate. A little is enough. If there is no nick, a nail or a splinter slipped under the edge of the jar and left there will allow enough of the liquid to escape.

The best place for the jar is on a porch or somewhere near the house where the flies are wont to assemble. Their potations seem to make them drunk only at first, and they lie about in a helpless condition. Later they die and it is to be hoped they have not had an opportunity to propagate their kind.

The desirability of this method is based largely on the fact that the jar will take care of itself for a month. A frequent sweeping up of the dead flies is some annoyance and some work of course, but is as little work as can be hoped for in any method of fly killing. Formalin and formaldehyde are the same.



"Michigan wheels," ten to twelve feet in diameter, are used occasionally, in the pine belt, to convey logs to the railroad tracks.



A "Jammer engine" loading logs onto the logging railroad cars.

Cooks. At the time of the survey, the various companies visited employed "white" men, women, Chinese, and Japanese, in their hotels and cookhouses, as per table herewith presented:

Comparative Statement of Certain Employees in the Lumber Industry.

Department	Men	Women	Chinese	Japanese
A. Executive and office force.....	71	7		
B. Executive and office force.....	71	9		
C. Executive and office force.....	88	18		
D. Executive and office force.....	5			
A. Stores.....	68	3		
B. Stores.....	23	7		
C. Stores.....	102	7		
D. Stores.....	1			
A. Hotels.....		3	2	
B. Hotels.....	3	7		
C. Hotels.....	17	8		
A. Boarding houses.....	5	1		
B. Boarding houses.....	18		11	
C. Boarding houses.....	39	13		
A. Hospitals.....	1	4		
C. Hospitals.....	1	4		
C. Tie camps, cook house.....		1		
C. Bolt camps, cook house.....	3	4		
A. Logging camps, laundries.....			2	
A. Logging camps, cook houses.....	47	7	11	
B. Logging camps, cook houses.....	57	1	13	
C. Logging camps, cook houses.....	23	54	35	
D. Logging camps, cook houses.....			7	
A. Railroad construction, cook houses.....	3		10	
B. Railroad construction, cook houses.....	15	2	9	
C. Railroad construction, cook houses.....	1	2	3	
B. Railroad maintenance, cook houses.....	2		1	
A. Flumes.....	34			
B. Flumes.....	57		17	
C. Flumes.....	5			
B. Flumes, cook houses.....			1	
A. Sawmills, cook houses.....	16	3	8	
B. Sawmills, cook houses.....	6		6	2
C. Sawmills, cook houses.....	6	22	16	
C. Shingle mills, cook houses.....	2	3		
Totals.....	790	190	152	2

- A. Northern Pine District.
 B. Southern Pine District.
 C. Northern Redwood District.
 D. Southern Redwood District.

Chinese are not allowed in Humboldt County—by an unwritten law of the inhabitants of this county—otherwise their number might be greater. Their cooking and service was, on the whole, decidedly inferior to that of the other cooks. It was not an unusual thing to hear complaints regarding them from the men. It is alleged that they will serve up any old kind of food given them for the purpose: that their cooking is unappetizing, and that they also lack variety in their menus. Relative to this latter complaint, it is impossible to say whether they or the companies are responsible. They certainly have not the initiative of the "white" men and women, nor do they generally



A primitive method of hauling logs to the sawmill, occasionally used in the pine belt. Note the yoke of oxen, also the solid wooden wheels of the wagon.



A traction engine being used to haul to the sawmill. This method is only used in the pine belt.

appreciate the importance of thorough screening, nor the proper cooking and serving of food.

Many employers would prefer to have "white" cooks, but these are not always reliable. It is largely for this reason that Chinese are preferred, as they seldom get drunk or leave the service without due notice. On the contrary, they remain until a successor can be secured and often secure their own successors and instruct them in the duties of the positions. One Chinese cook was found who had been with the same company for over twelve years.

Some companies employ stewards to see that a proper and sufficient variety of food is supplied to the various camps, and that the cooking and service is what it ought to be. Undoubtedly these stewards more than earn their salaries in the savings effected in the ordering and use of supplies; also in the better satisfaction and increased efficiency of the well fed employees. The relation of wholesome food, well cooked and served, to the physical efficiency of employees, is too often overlooked.

Occasionally, where foreigners are employed, they do their own cooking. This is particularly true of Greeks, Italians, Hindus and Chinese.

Two companies furnished "oleo," one of them having a notice to this effect posted in the dining-room.

Board. As will be noted hereafter, the cost of board varies in different parts of the state. One company turns its boarding privileges over to a mercantile company to operate. Another company handled the camp commissary through a firm of contractors, but the service was unsatisfactory and was discontinued in 1913. With these exceptions, all the companies own and operate their own camp dining facilities.

Provisions are dispatched once a week or oftener to the various camps, and the families secure their supplies at the same time. The proper handling of meat is one of the serious problems encountered, in this connection, as too often the meat is exposed to the action of flies, dirt and heat, while in transit, and becomes tainted before being used.

Without any exception, the companies have endeavored to supply screened meat houses, which, in most cases, fairly answer the purpose. Ice is not obtainable in the camps, in consequence of which the meat must be kept in the coolest place available.

Granite or porcelain ware, as a rule, is used, with metal or case knives and forks. Only one company uses silverware with its crockery dishes, on tables covered with white oilcloth, in its logging camps. This company only employs, and desires to please and retain, "white men," instead of the usual cosmopolitan crowd of woodsmen, in its logging camps.

A facetious writer for a San Francisco daily paper last year referred to boarding conditions in the lumber camps of Humboldt County as follows:

One of the novel sights is the cookhouse in operation, where from seven to eight hundred men, as in the cases of some of the larger company towns, eat at one time.

Long before the time set, the crowds of hungry, sweaty toilers gather outside the food corral, ready to stampede when the big chef, in his high, white hat appears at the door, and beats a barbarous tattoo on a great steel triangle.

Fletcherizing is unknown here. Seven hundred men are seated in a long barren room, at tables equally as long, and covered with oil cloth; never a word spoken, except now and then the mumbled order to pass something beyond the reach of the desiring one; only the roar and clatter of table tools, the thud of falling dishes and the scampering of table waiters.

It is a wonderful sight for the tenderfoot, if not appetizing.

At best it is a transitory scene, the lumberjack of Humboldt taking pride in the brevity with which he can consume a man's-sized meal. This record mastication is referred to both in camp and town as the "Humboldt Rush."

The food is far from being appetizing to the epicurean, either in itself or the way it is served. It is coarse and heavy; the men are unwashed, and exude the odor of hard toil.

But twelve hours on the new job will give the beginner an appetite that will bid fair for honors in the rush.

Long hours of wrestling with "sinkers" in the mill pond and "bucking" lumber on the dock will give the new recruit an animal appetite that will develop an astonishing reach at the table.

The cookhouses in the camps, like those in the company towns, are the common dining-rooms of the camps.

Here everything is served a la tub, with little time lost on cleanliness, for in a lumber camp godliness is always below par.

When the long benches are filled with great throngs of hungry men, there is that intense atmosphere of the burning desire to devour, that is most often associated with a horde of wild animals.

There is the clatter of knives and forks, the rattle of reinforced china, and the reach and grab, all of which combine to create a roar far from reassuring to the tenderfoot.

Garbage. Garbage cans and barrels are boarding places for flies. Covers are often supplied for these receptacles, but they either get damaged, or lost, in consequence of which the containers remain open to attract the flies.

At one place where several barrels were placed in a row, on sleds, a board cover was hinged to a building, ready to drop simultaneously over all the barrels when in place. This afforded a ready and convenient method of keeping them covered.

For cleansing these containers, weak solutions of certain coal-tar products are advised. Such solutions are at once disinfectants and deodorizers. They are inexpensive, and will kill not only the flies and mosquitoes, but their eggs.

A solution of chloride of lime, one teaspoonful to a pint of water, or a strong solution of water and washing soda, make good cleansers. A discarded whisk broom should be kept for cleaning out the garbage can, for the hands need not come into contact with the dirty water.

Cut grass or a layer of paper is sometimes placed in the bottom of the can to prevent the garbage from sticking to the bottom.

Hogs. These are to be found in nearly all camps. Sometimes they are penned up, though sometimes they are allowed to run at large.

The hogpens are often adjacent to, or within a hundred feet of, the dining-rooms, and, in such cases, the stench may become unbearable. Hogpens should be placed at the same end of the camp as are the stables, and, if possible, at a much greater distance.

Stables. The location of stables and hogpens too close to various camps is a serious menace to the health of the employees living there. These are breeding places for flies, and the connection between flies and disease is now too well established to need discussion.

Flies carry the germs of typhoid, tuberculosis, diarrhoea and almost every other infectious ill that humanity is heir to. "Fly time" is a term applied to August and September, because during these months the flies are so numerous as to have things all their own way. The killing time should be in May, June, and July, the earlier the better, before the pests become too numerous to exterminate.

The few flies that live in the winter begin in the spring to lay their eggs, depositing them in refuse, stable manure, or decaying organic matter. In six or eight hours the eggs are hatched into maggots. The maggot develops in four or five days, and in turn becomes enveloped in a hard brown case. After five days the case opens and the adult fly appears.

The best way to exterminate flies is to destroy the breeding places. Until recently there was no simple, efficient and inexpensive method known whereby maggot life (the early stage of fly life) could be destroyed in manure without injuring the fertilizing value of the manure.

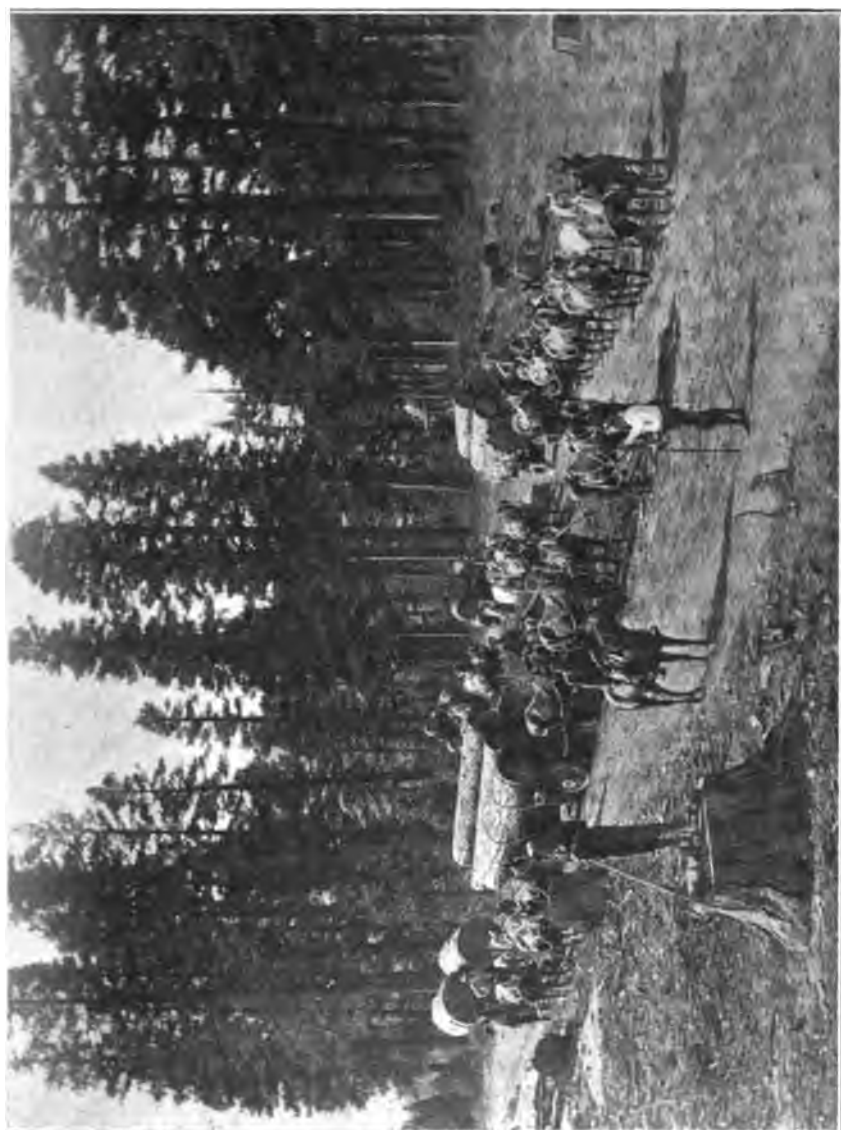
Paris green in watery solution—one pound to twenty-five gallons of water—appears to be the solution of the problem. It proves to be highly efficient, as a maggot killer; it is easy of application, comparatively inexpensive, and, in a negative way, increases rather than diminishes the fertilizing qualities of the manure.

Take a common garden watering can, fill it with water, add a teaspoonful of Paris green and stir until dissolved. Use this daily on the fresh manure and you will swat the fly in the most effective way.

This weak solution is not dangerous to stock; they would have to eat large quantities of the bedding to be affected.

A can of this solution should be kept in every barn and labeled "POISON."

Further information on this subject is contained in this bulletin: "Practical Methods of Disinfecting Stables," Farmers' Bulletin No.



Horses are often used to haul logs in the pine belt when it is inadvisable to build a railroad to transport them.

480, issued by the Division of Publications, Department of Agriculture, Washington, D. C.

In all the camps where horses are stabled, with the single exception of those of one large company, no effort was made to remove the manure frequently and sterilize the premises.

Manure piles varying in size up to six feet in height and forty feet in length were found. It is easy to conceive what were the immense possibilities of fly propagation under these circumstances.

When the absence of effective screening is considered in connection with the other insanitary conditions generally prevailing in the camps, the close connection of flies with "camp disorders" is easily understood.

The sanitary regulations of the U. S. Reclamation Service, Washington, D. C., state that:

The most important sanitary provision in connection with camps is that of exclusion of flies from cook tents, mess tents and privy vaults; yet this is the very provision which is most frequently overlooked.

Therefore, special care should be taken to exclude flies from all places in which foodstuffs are exposed, and, if necessary, in the large camps a man should be detailed to accomplish this purpose.

Of equal importance is the thorough screening of privy vaults and vault apartments, for it is from such places that flies, carrying upon their bodies effete material, diffuse throughout the camp an epidemic by coming in contact with food.

Without proper screening, a disastrous epidemic of typhoid may be easily spread through a camp if one of the members of the camp, or indeed, a transient guest, should be in the prodromal stage of the disease. It is at these times that the discharges are most virulent.

(Manual of the Reclamation Service, pp. 319-324.)

PART III—SUMMARY BY DISTRICTS.

The following reports are a résumé of some of the salient matters under investigation in the various districts:

A. NORTHERN PINE DISTRICT.

Location. This includes the counties adjacent and to the north of the Feather River, to wit: Modoc, Lassen, Plumas, Butte, Tehama, Trinity, Shasta, and Siskiyou, extending to the Oregon state line. It extends also from the Sacramento Valley to the Nevada state line.

Plants. The companies visited included sixteen sawmill companies operating nineteen sawmills, seven box factories, one match factory, one veneer factory, three sash and door factories, besides numerous lumber yards and planing mills; also three independent box factories and two sash and door cutting factories. This number embraced all the important lumber manufacturing establishments in this district.

Thirty-nine camps of lumber companies in this district were also inspected.

The total number of employees listed on the pay rolls of these companies at the time of the visits was 5,583. This is exclusive of employees of railroads which are common carriers.

Families. Two hundred fourteen families were living in the camps of these companies. This number does not include those living in the towns, whether owned by the companies or not. Those communities where all or nearly all of the property is owned and held by a company, and under the supervision of one person, are usually dubbed "one man towns," or "company towns," and there were eight of these in this district.

Camp life in the pine woods affords a pleasant diversion during the summer months for many families of employees who reside in towns during the balance of the year.

Employment Agencies. Six companies use employment agencies and import men from Sacramento, Marysville, Redding, and Portland, Oregon.

Board. The cost of living in the camps of this district is equal to, or greater than it is in any other section of the state. The rates charged by the various companies and deducted monthly from the wages of their employees in the logging camps were as follows:

Three companies charged \$20.00 per month.

One company charged \$21.00 per month.

Eight companies charged at the rate of 25 cents per meal, or \$22.50 per month.

The rates for board in company hotels average higher than this, usually to \$25 per month for board, or \$30 to \$32 per month for board and room.

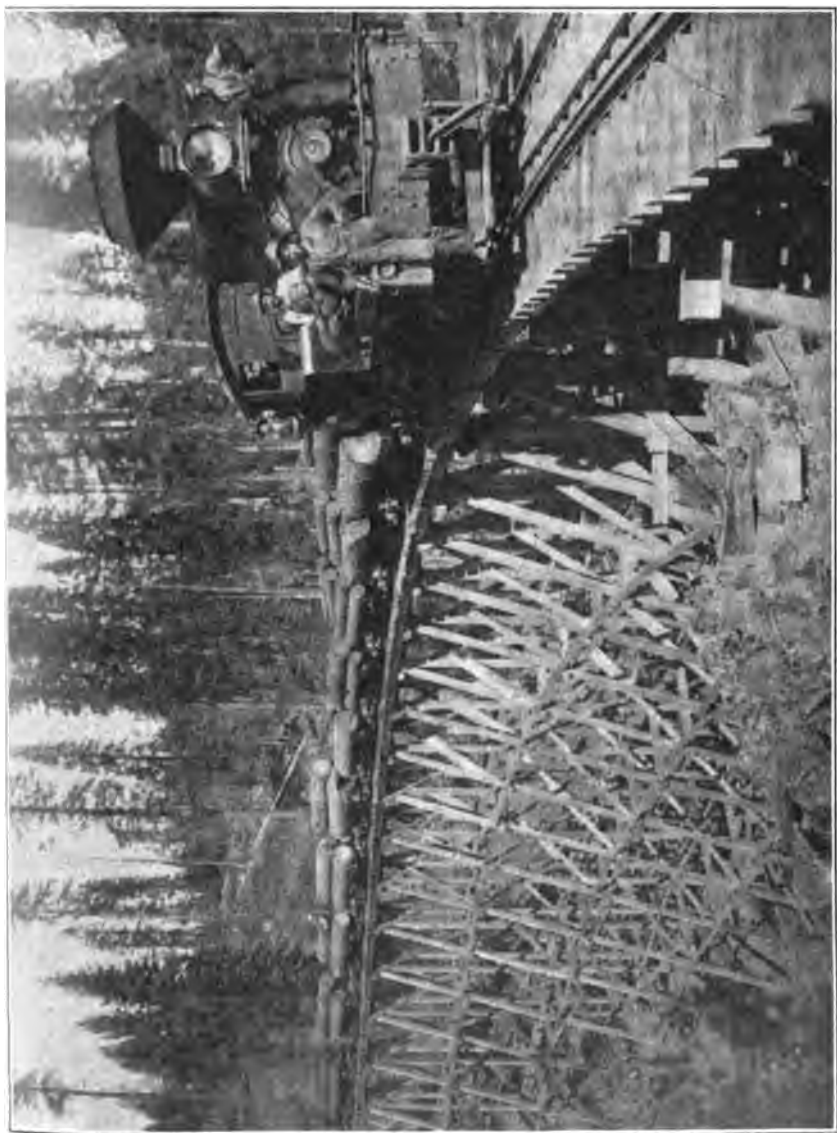
Housing. In all logging camps, except those of one company, the housing is free. One company furnishes iron beds with spring mattresses, hot and cold tub baths, and laundry work, for \$2.50 per month extra. This charge is obligatory. Chinamen in these camps do the laundry work and attend to the bathhouses. The Chinamen receive \$65 to \$70 per month and board themselves. Wood fuel for heating water for laundry and baths cost \$3 to \$3.50 per cord. "Bull cooks" in the camps cut the fuel into two foot lengths; sweep out the bunk tents; clean up the camps; haul garbage to the pigs, and receive \$40 per month and board. A camp of fifty men, each paying \$2.50 per month, the manager stated, would justify the conveniences and service rendered in these logging camps.

The present method of bunkhouse construction is based upon using movable buildings which may be shifted onto logging cars and moved to new locations. The size of these bunkhouses depends somewhat on the size of the logging cars, which in turn vary with the gauge used

for railroad tracks. For instance, narrow bunkhouses must be used where narrow gauge tracks are maintained.

The best bunkhouses were 10 feet by 16 feet or 10 feet by 18 feet in size, each having three half-windows, a door and one stove. These accommodate three or four men each, and were very satisfactory. Other bunkhouses used in conjunction with a narrow gauge railroad were 9 feet by 20 feet, having two doors and four windows. Bunk cars were found of various sizes. Two were 8 feet by 40 feet and 9 feet high, containing sixteen bunks—eight above and eight below. Each bunk had a small window, 10 inches by 16 inches, hinged beside it, which might be left open or closed at the option of the occupant. Two half-windows were at the sides of the car and a stove in the center. Entrance was had through doors at either end. A train consisted of two bunk cars, a dining car, a cook and commissary car.

At another place the bunk cars were 10 feet by 20 feet, having four wooden bunks each. One car, 10 feet by 20 feet, had four double-deck wooden bunks. Another car, 10 feet by 30 feet, had seven wooden bunks on the floor. Each car had three half-windows and a door. Not all of the woodsmen, however, live in cars or bunkhouses. For instance, in one camp there were twenty-four tents, 12 feet by 14 feet, provided with three single iron bunks, and a stove in the fourth corner. Four tents, 20 feet by 40 feet, had eighteen single iron bunks. These tents were floored and were regularly cleaned out by a "bull cook." At another camp there were nine tents, 12 feet by 14 feet, unfloored. Two had two wooden bunks each; one had three wooden bunks, and four had four wooden bunks. One tent, 14 feet by 20 feet, had six single wooden bunks. Two men had been sleeping on the hay in an open stable until two others left the camp, when they took the vacant bunks. At the sawmill camp of this company the assistant superintendent stated that "some of the men craved permission to sleep in the hay mow at the large stable," in preference to sleeping in the bunkhouses. The reason was obvious—bedbugs were too prevalent here. At this place one bunkhouse, 20 feet by 40 feet, had a ridge pole 20 feet above the floor, and the roof sloped from the ridge pole to a height of 9 feet from the floor. This house had two half-windows on the south side, both closed; a double window on the west side was never opened, and the one half-window on the east side was closed. The only door was left open. This house was provided with eleven wooden bunks and was occupied by Italians, who insisted on keeping the place entirely closed at night. One Italian was found here sick with pneumonia, sleeping on straw bedding in a wooden bunk. The company doctor had been treating him here instead of securing a better place for him. This employee had been with the company for some time, paying hospital fees, and in his extremity was treated little better than a dog.



A logging train en route to the sawmill. Such bridges, on curves, as here shown, are in general use.

Suffice to say, when the superintendent was informed by the special agent of this case, the man was removed to better quarters and given better care.

Permanent bunkhouses, as found in some of the older camps, were very dilapidated; were equipped with double-deck wooden bunks and were greatly in need of cleaning.

Only two companies were paying a considerable amount of attention to the matter of the proper housing of their men. Three companies only were employing camp flunkies or "bull cooks."

Hotels. Four companies maintain public hotels for the accommodation of transients as well as their own men.

Bunks. Only two companies had installed iron bunks in their logging camps, while another company had just ordered some which were on the way. Since the survey was made nine companies have installed 1,713 single and 159 double-deck steel bunks. Two companies, which began operations in 1914, have likewise installed iron bunks. These companies are entitled to considerable commendation for their efforts toward the proper housing of their employees.

Coupon Books. Ten companies operate mercantile stores, and of these seven utilize coupon books in denominations of \$1, \$2.50, \$3, \$5, \$10 and \$20.

Hospital Fees. Fourteen companies deduct \$1 per month as a hospital fee. This fee is obligatory.

Taxes. In Lassen, Plumas and Butte counties, the road tax is \$2, poll tax, \$2, county hospital, \$1; in Shasta County, the road tax is \$2, hospital tax, \$2, poll tax, \$2; in Siskiyou County, the road tax is \$2, poll tax, \$2. These taxes are deducted each year by the companies on the demand of the various assessors, from the wages due their employees.

Lights. In the logging camps, kerosene oil or candles are used for lights. In no instance was electricity used for lighting purposes.

Dining-rooms. In nearly all cases, the dining-rooms were adjacent to the cookhouse for convenience in performing the work. Only fifteen dining-rooms were effectively screened, while twenty-four were not. It seemed incongruous to find camps, which in all other respects were above reproach as to sanitation, lacking in screening for their dining-rooms and kitchens. Some cooks were careful to keep garbage cans covered to protect the garbage from flies, while the kitchens were unscreened. Some kitchens were screened throughout, but one or more doors were either tied open or deliberately left open. One company had completed a first class new dining-room and cookhouse, equipped with screens on the windows, but without screen doors.

Garbage. The inevitable kitchen refuse was disposed of to hogs kept on the premises. In most cases the garbage cans and barrels were found uncovered and attracting flies. The garbage was placed, as a rule, in barrels, which were hauled away on sleds to the hogpens. In one place, the garbage was transported through a flume to the hogpen. Waste kitchen water was carried away by pipe, flume, or open ditch, and only one company disposed of it into septic tanks. These tanks were seventy-five feet from the kitchens, and were earthen pits 8 feet by 18 feet, 8 feet deep, covered with boards, with earth on top.

Stables. In the "wheel camps," horses are extensively used. The manure in most of these camps was allowed to accumulate alongside of the barns to a height of four to six feet. At least thirteen such cases might be cited. Stables were built of various types, varying from frame buildings to those entirely enclosed by tenting. The only company using the latter method was making a creditable effort to dispose of the manure pile, and to disinfect the premises regularly by a preparation of diluted creosote. The tenting extended to the ground, and by keeping the interior of the barn dark, the flies remained outside.

Toilets. In the matter of toilets, a wide variation of conditions was found. Sanitary toilets were in use in some factories. In two factories, their use had been interfered with by miscreants who used blocks of wood to put them out of order. In other places, the vaults were full, and the toilets should have been moved, and at one camp there were no toilets. Several companies were using chloride of lime regularly to disinfect the toilets, while at other places, no attention whatsoever was paid to them. In the best camps, the privies were placed directly to the rear of, and over one hundred feet from, the bunkhouses, the intervening space being cleared of all underbrush, so that the privies were readily accessible. Further than this, the privies were so enclosed as to keep the vaults dark. In consequence of this precaution, the flies did not frequent the vaults. This is an important precaution in the prevention of the carrying of typhoid germs, by flies, from the toilets to the dining-room.

Baths. In three camps of one company, shower baths were used. These bathhouses were 8 feet by 12 feet, 7 feet to the eaves, and had pitched roofs. Small windows were in the upper portion at either end of the building. Two shower rooms, 4 feet by 4 feet, were partitioned off at one end of the building; a door was at the opposite end, and a latticed floor was used on which to stand. These houses were of the portable type, so that they could be shifted from place to place with the bunkhouses. Hot water was supplied through four

coils, 30 inches long, made of 2 inch pipe, laid flatwise near the ground. An oven was dug underneath in which the wood fuel was placed. Any employee could start a fire in the oven at any time, and the hot water would be ready by the time he was prepared to bathe. The water was supplied to the coils by gravity pressure from a tank car at some distance away. This was the cheapest, if not the most efficient, shower bath arrangement found in use. Only "white" men were employed by this company in its camps, and they were appreciative of the shower baths furnished for their use. No charge was made, in these camps, for the use of the shower baths. Two sawmills and one box factory had shower baths.

Another lumber company, in two of its logging camps, had portable bathhouses, on skids. Each of these contained three bathtubs supplied with hot and cold water, the waste water going to a septic tank. Coils were placed in ordinary stoves and the water, when heated, passed into a 400 gallon tank. Both houses had stoves to heat them, and were well kept by Chinese who operated laundries for the men.

Water. Most of the camps are supplied with spring water, piped directly from springs. In several instances, these pipes extend upwards of a half mile in order to insure a perfectly safe supply of water. In several places, the water was brought through open ditches, or was transported to camp by the use of tank cars. In one instance, a redwood pipe line, five miles in length, was being constructed to supply a sawmill camp with a pure supply of water. One shallow well was found in the vicinity of a barn, where the manure was piled five and six feet high on both sides of the barn. The water from this well was used by Hindus, who occupied the nearby bunkhouses.

At a camp, near a marsh, a ten foot well was found where the water was very whitish, due probably to seepage from the marsh. The same company had another well fifty feet from a creek, and water was hauled to camp from this place. So far as could be ascertained, no typhoid infection had been traced to any of the sources of water supply.

Food. Four companies were notorious for the bad food supplied to their men. One company supplied, in its cookhouses, "oleo," and poor meats, which the housekeepers in the camps refused to purchase.

Liquor. None of the companies handle liquor or permit its sale in their logging camps. Two companies sell liquor at their stores, or barrooms, under certain restrictions, but this is only done to keep the men from going elsewhere. As a rule, the managers appear to be strongly opposed to the use of liquor by their men.



Interior of a sawmill showing method of operation with a band-saw. The log, on the "carriage," is under the control of the band Sawyer operating the two levers, as shown at the left. He is assisted by the "setter," and two "doggers" on the carriage.

One company erected its plant about twenty-five miles from town, and arranged, at heavy expense, for a railroad to be extended to its property, in order to be entirely free from the proximity of saloons. It will allow no liquor to be brought on to its land. One lumber company has issued the following notice:

Commencing June 1, 1914, all employees of the company must refrain from using intoxicating liquors, and all officers shall refuse employment to men known to frequent saloons.

This company employs upwards of sixteen hundred men, in various capacities, and the above notice will have a far-reaching effect upon them.

At one camp, the donkey engine set fire one night to some nearby timber. It required all the men in the camp to put out the fire, which caused the loss of the donkey engine and considerable timber, having a value of over \$600. This loss was due to the failure of a trusted night watchman to be at his post of duty, because he had imbibed too freely following a pay day.

Another company has posted a set of rules, which includes this warning:

Any employee appearing on or about the works of this company in an intoxicated condition, subjects himself to dismissal.

Hospitals. Five companies had constructed and were maintaining hospitals. One of these could hardly be called such, as it was an old, one story, frame building, built of unplanned lumber. Instead of plastered walls, the boards were covered with newspapers. It consisted of two rooms, 10 feet by 12 feet, and 12 feet by 14 feet, used for bedrooms, and one room, 12 by 16, used for drug supplies and for cooking purposes. One bed was in the first room, and two were in the second room. The windows were unscreened. The movements of the logging trains past this hospital caused the building to shake, and thus to disturb those who were so unfortunate as to be confined there, so that they were unable to sleep during the day. Such an establishment would not be tolerated elsewhere. This company was collecting several hundred dollars monthly, however, as hospital fees.

The other hospitals were well equipped, and a credit to the companies which maintained them. One was particularly deserving of praise, on account of its superior equipment. This hospital had a fine X-ray outfit, also anti-toxins for tetanus, diphtheria, and meningitis. There was an isolated building for contagious cases, also a morgue and a mortuary chapel. Two cases of typhoid were in the hospital at the time of visit. One was a Greek, a former employee, who went to San Francisco, became sick with typhoid, and returned here long enough to get his name on the pay roll, when he had to

come to the hospital for treatment. This, apparently, was a case of imposition on the company.

Medical Cabinets. In seventeen instances, medical cabinets were supplied, while in twenty-two other instances they were lacking. At several places, the cabinets were not fully equipped in accordance with the law.

Doctors. In most cases, doctors were located at, or near, the saw-mills, convenient of access to the camps. These camps vary in distance, from one to thirty-five miles from the doctor's offices. Several of the companies have issued instructions to detach engines from any train, in emergency cases, and bring those injured directly to the doctor.

Sickness. Stomach trouble appears to be one of the most prevalent physical disorders in the lumber camps. Typhoid had broken out in but one camp, which had sent four cases to the hospital. The cause of this trouble was not definitely known at the time of inspection.

Accidents. The companies investigated had reported to the Industrial Accident Board during the year 1913, a total of thirteen men killed, eight permanently injured, and one hundred twenty men disabled for periods exceeding seven days each. This, however, is not to be considered the total number injured, for several of the companies were negligent in the matter of reporting accidents. A large number of minor accidents had also occurred, incapacitating employees for less than seven days, but these, however, were not required to be reported.

Minors. Twelve companies were employing thirty-four boys under eighteen years of age. When the requirements of the law were explained to the various managers, twenty-one of these boys were discharged, as they could not be profitably employed on a forty-eight hour weekly schedule. At least three of these boys were glad to return to school, which was then in session.

Wages. Six companies were found negligent in the matter of paying wages to their employees on, or before, the fifteenth of each month. No company was found paying in cash, all of them using negotiable bank checks instead.

Noon Hour. One company gave its employees forty-five minutes at noon—a violation of the requirement for a full hour for the noon-day meal. At this plant, the men were given but forty-five minutes in order to get through with the twelve and one half hour schedule earlier in the evening.

Blowers. In the matter of blowers nearly all the factories and mills were found to be well equipped. In one instance, a sand-papering machine was found to be without a proper connection to the blower system of the plant.

Hours. The hours of labor, in all the camps and mills, are ordinarily limited to ten per day. Two sawmills and several box factories were operating "time and a quarter," that is to say, twelve and one half hours, for which the employees were paid "straight time" for the two and one half hours overtime.

Cooks. Seven companies, operating twenty camps, were employing Chinese cooks; four companies, operating five places, were employing women, while the other companies employed "white" male cooks.

Nationalities. Nearly all nationalities were represented, to a greater or less extent, in this district. Only one company in this state employs Hindus. This company is in this district, and employed ten Hindus in piling lumber. The leading nationalities are American, Italian, Greek, Swedish, and German, in the order given.

B. NORTHERN REDWOOD DISTRICT.

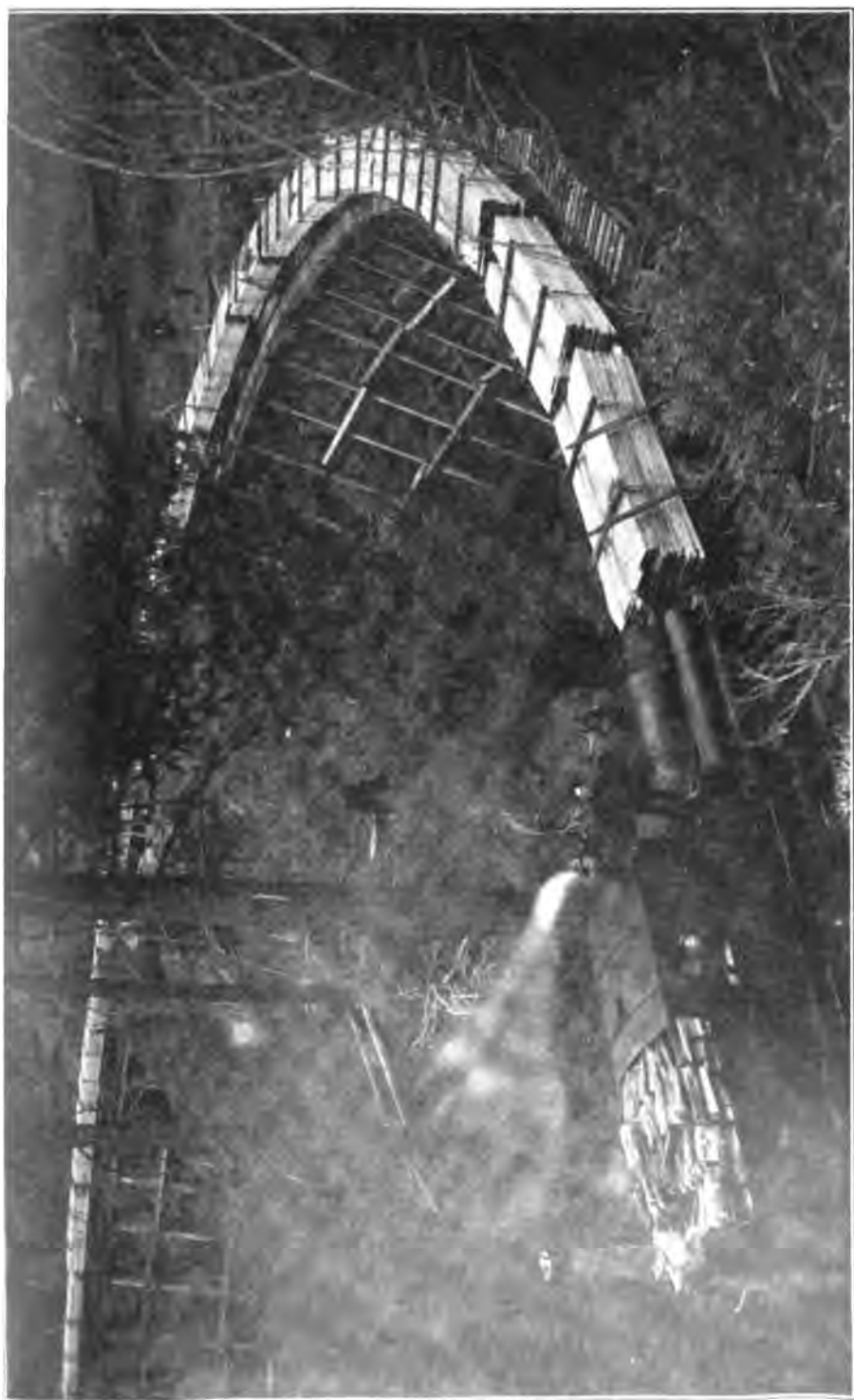
Location. This district embraces Del Norte, Humboldt, Mendocino, Sonoma, and Marin counties, all bordering on the Pacific Ocean, and traversed by the Coast Range mountains. Lumbering is carried on, almost exclusively, in the redwood forests of this belt, which extends from the Oregon line southerly for a distance of two hundred miles.

Plants. The plants visited, included those owned by seventeen companies, operating eighteen sawmills, most of them having shingle departments in connection with their plants; eight shingle mills and their camps; two door and planing mill plants, and one cooperage plant.

Forty-six logging camps were inspected in the first three above-named counties. Statistics of 7,198 employees were secured of the various lumber companies. There were doubtless 1,500 other employees, of whom no statistics were obtained, because three large companies and several smaller ones had closed down their plants or camps prior to the conclusion of the survey at Christmas, 1913.

Families. One hundred eleven families were residing in the camps. The desirability of families living among the redwoods is not nearly as great as it is in the pine belt. There is less sunshine in the forests, and the air is not nearly as invigorating as in the pine district. Eight communities might be termed "one man towns," or "company towns," where all or nearly all the property was controlled by the local lumber company.

Employment Agencies. Practically all the companies, in and near Eureka, avail themselves of the services of employment agents having offices either in Eureka, or in San Francisco. The lumber companies maintain, in Eureka, a free employment agency, though licensed agencies also operate there. Men are brought from San Francisco by boats, owned by the various companies, to work in the logging camps in Del Norte, Humboldt, and Mendocino counties.



A train load of lumber being hauled from the sawmill to the lumber yard.

Board. A number of the companies make no deduction for board. Wages in such cases include board. In cases of rainy weather, or when other conditions prevent operations, no deduction is made for the board furnished and the companies stand the loss.

The companies have set a value on their board, which has been added to the wages of their employees, in order that an average scale of wages in the various occupations in the lumber industry might be determined.

Nine companies, in Del Norte and Humboldt counties, figured their board at \$15 per month, and three at \$18.

In Mendocino County, four companies figured their board at \$12 and one at \$13 per month. It is manifest that these values must be considerably below the actual cost of the board furnished, but, as one manager expressed it, "they would rather stand the loss on the boarding houses than to increase the wages of the men." One company, in Mendocino County, had announced that, beginning with January 1, 1914, board would be charged for at the rate of \$18 per month. Nothing was announced as to any increase of wages for those who boarded at the company's cookhouses.

Housing. In none of the logging camps is a charge made for accommodations furnished. A number of the camps have been located for several years without being moved, and generally speaking, the premises were greatly in need of attention. As in the pine belt, the companies extensively use portable bunkhouses of various sizes. Most of these houses are 12 feet by 16 feet, or 12 feet by 18 feet, accommodating three or four men each. In Mendocino County, the houses were generally 10 feet by 16 feet, and were arranged to accommodate four men each.

In several of the "company towns," the men were able to secure good housing accommodations, with conveniences, by paying \$2.50 to \$3 each, per month, where two men occupy one room, or up to \$10 per month, where one man occupied a room exclusively.

Hotels. Three companies maintain hotels for the accommodation of transients. One of these has been beautifully finished, in the office, lobby, and dining-room, with burl redwood, and this hotel is the only one so finished to be found anywhere.

Bunks. With one exception, all the lumber camps in this district were supplied with wooden bunks. One company not only had installed iron bunks, shower baths and a screened dining-room in its well arranged camp, but also had electric lights installed in each bunkhouse, so that they were well lighted up to 10:00 p. m. This camp was referred to as the model one of Humboldt County, and was the nucleus of the extensive camp improvement work which has been done, since the

survey was made, by the managers of the other lumber companies in this county.

Since the inspection of these camps, thirteen companies in Humboldt and Del Norte counties have installed 1,891 steel bunks.

Six large companies, in Mendocino County, employing hundreds of men, have installed only forty-five single steel bunks in their logging camps—a very poor showing compared with their northern competitors.

Coupon Books. Thirteen companies were operating mercantile stores, and of this number only two companies used coupon books. One company was using, instead, a species of paper money, while other companies kept sales slips recording the various purchases.

Hospital Fees. Six companies made an arbitrary deduction of one dollar per month as a hospital fee; two companies charged ninety cents per month, while others required their employees to carry hospital cards. These were secured from several hospitals, in or near Eureka, at the option of the holder, on the basis of one dollar per month, or ten dollars per year.

Taxes. In Del Norte County, the road tax is \$2, and hospital tax \$3; in Humboldt County, the road tax is \$3 and poll tax \$2; in Mendocino County, the road tax is \$2, hospital tax is \$1, poll tax \$2. These several amounts were deducted from wages of employees by the various companies as required by the assessors.

Lights. One company was using calcium carbide to generate acetylene light for use in its dining-rooms. One camp was equipped with electric lights in the bunkhouses, while in the balance of the camps the men maintained their own lights.

Dining-rooms. As in the pine belt, the cookhouses and dining-rooms were usually combined in one building for convenience. Of those visited, thirty-three were not effectively screened, leaving only about six houses which were effectively screened. Where women were employed, they were more particular than where men only were employed, to keep the dining-rooms screened and darkened to exclude the flies.

Garbage. In nearly all cases, garbage was disposed of to the hogs, which were kept in the various camps. The usual mode was to haul the garbage in barrels, on sleds, or carry it in pails to the pens. In most cases, the garbage cans were left uncovered.

Stables. At least six camps had large accumulations of manure on the premises. Horses are not used in the redwood districts as extensively as in the pine districts.

Toilets. In the matter of toilets, the sanitary conditions in many of the camps deserved severe criticism. Three privies in one camp were found to be completely filled. The foreman stated, in extenuation, that

his was all right, and he considered that the men were capable of taking care of theirs. Seven camps were not provided with toilet facilities, while at least two other camps had toilets over gulleys, where the excreta was subject to the action of flies.

Baths. As mentioned heretofore, only one camp was found to be supplied with a shower bath. The men here were slow at first to avail themselves of the privileges of the bathhouse, but after a short while it came into general use and was greatly appreciated.

Water. Water is piped to the camps from springs in nearly all cases. The length of the piping varies from one hundred feet to two and one half miles, indicating that every effort is made to secure a pure supply of water. In two cases, well water is used, and in one case, water was flumed for five miles.

Food. The quality of cooking varied with the class of cooks employed. No general statement can be made on the character of the food supplied. Some companies were very particular about having a good variety of food, while others left it largely to their cooks, who, if they lacked initiative or ability, or had limited supplies, were apt to furnish but very little variety.

Liquor. While liquor was not sold by any of the companies visited, it was readily obtainable by their employees. No regulations regarding its use on the premises of the various plants, had been posted. Outside of a few towns where liquor is sold, Humboldt and Mendocino counties are "dry."

Hospitals. Two companies owned and maintained their hospitals, while the other companies had arrangements with various doctors to take care of their cases. In Eureka, three large hospitals are located, which issue hospital tickets. Their clients are cared for by them when occasion requires. Tickets are sold by these hospitals on the basis of one dollar per month, or ten dollars per year.

Medical Cabinets. There were eighteen violations noted of the Medical Cabinet Law. These violations were probably due, in most cases, to lack of knowledge of the law, and not through any intent to evade it. In a number of instances the cabinets were not fully supplied with various articles designated in the law.

Doctors. The most remote camps were located at a distance of twenty-five miles from a doctor, though usually doctors were available ten to fifteen miles from the camps. Three companies had their railroad men instructed, whenever such emergencies arose, to bring injured woodsmen directly to the hospital, on special engines.

Sickness. No typhoid cases were found, and but one smallpox case was reported during the survey. Where the patient contracted smallpox was not known at the time of inspection.



A view of a flume used to convey lumber from the sawmill in the mountains to the lumber yard sixty miles away.

Accidents. During the year 1913, the various companies that were inspected, reported to the Industrial Accident Board a total of twenty-one men killed, thirty-nine permanently injured, and four hundred twenty-five employees incapacitated for periods exceeding seven days each. Accidents of a minor nature were not required to be reported, but the number of them was very large.

Minors. Six companies were employing ten boys in violation of the Child Labor Law, the violation consisting, in each case, of employing them over forty-eight hours per week. One minor was discharged, as the company could not utilize his services on a forty-eight hour basis.

Wages. One company was negligent in not paying its employees on or before the fifteenth of the month succeeding that in which the wages were earned. All the companies use negotiable checks in payment of wages.

Noon Hour. Three companies allowed their employees thirty minutes for lunch at noon, one company allowed forty-five minutes, and another allowed fifty minutes, for the same purpose. In several of these cases, this was done at the wish of the men themselves, in order that they might get home earlier in the evening.

Blowers. Owing to the nature of the redwood sawdust—it being heavily saturated with moisture—it does not work well in a blower system, and, as a result, most of the plants were not so equipped. One company, however, had installed a first-class blower system that effectively disposed of all of its redwood sawdust and shavings. This company utilized this refuse in the operation of its electric light plant, which supplied electricity to six towns along the Mendocino coast. It also operated its sawmill at night, largely for the reason that the waste fuel was necessary for the above purpose. Sawdust was especially noticeable around shingle saws, because the devices used were not adequate to prevent it from being carried through the mills.

Redwood sawdust is said to have a strong acid nature, and to be somewhat poisonous when in contact with open wounds.

Hours. All camps and sawmills operated on a ten hour basis. In Eureka, two independent planing and moulding mills were operated eight hours a day on a union scale of wages.

Cooks. Twenty-four lumber companies, operating in 1913, in Humboldt and Del Norte counties, had seven camps supplied with male cooks, assisted by female help; ten camps were operated by male cooks exclusively, and twenty-six camps operated with women cooks.

The particular reason why Chinese cooks are not utilized in Humboldt County was explained as being due to their being driven out of the county years ago in consequence of which none have returned. It

is to be regretted that the same condition does not obtain elsewhere in this state.

All the seventeen camps in Mendocino County were operated with Chinese cooks.

Nationalities. All nationalities were represented in this district. Finns, Russians, and Portuguese are largely employed here, but are not found elsewhere in the state to any extent. Even Turkey, the Philippines, Australia, and Porto Rico have representatives on the various pay rolls. However, Americans and Italians are the leading nationalities in the number of men employed.

C. SOUTHERN REDWOOD DISTRICT.

Location. The counties of Santa Clara and Santa Cruz may be said to comprise this district, though sawmills were operating only in the latter county. This district is well logged out for lumber. At the present time the work is principally done by wood-choppers in remote camps, of whom no statistics were obtainable.

Plants. Three sawmill companies were operating in the spring of 1914 in Santa Cruz County, and one of these expects to be through with its logging this year. These companies employed 284 men.

Families. Twenty-four families reside in the logging camps.

Board. Two of the companies figure their board at \$20 per month, while the third figures it at \$18 per month. The men in the several camps of these companies live in bunkhouses, which were generally 8 feet by 14 feet or 10 feet by 16 feet in size.

Hotels. No hotels were operated by these companies.

Bunks. One company this year, of its own initiative, had installed seventy-five steel bunks, while the other companies continued the use of wooden bunks.

Coupon Books. None of the companies operated mercantile stores, hence did not utilize coupon books.

Hospital Fees. One company deducted one dollar per month as a hospital fee. This charge was obligatory.

Taxes. In Santa Cruz County, the road tax is \$2, and the poll tax is \$2, which taxes are annually deducted by the several companies from the wages of their employees.

Lights. Kerosene lamps were utilized for lighting purposes in the various camps.

Dining-Rooms. Of the four dining-rooms visited, three were effectively screened.

Garbage. Garbage, in cans, was not protected from flies. As in other camps, it was disposed of to hogs kept on the premises.

Toilets. The privies in the camp were in fair condition.

Baths. No shower baths were available in any camp. One manager stated that he intended to install a shower bath as soon as he moved his camp to another location.

Water. Water was supplied from nearby springs.

Hospitals. No hospitals were maintained by these companies. Arrangements were made with various doctors to take care of the accident cases as they occurred.

Medical Cabinets. One company was supplied with medical cabinets and the other companies planned to install them.

Sickness. No cases of typhoid or other contagious diseases were found in any of the camps.

Accidents. No accidents were reported during 1913, to the Industrial Accident Board by any of these companies.

Minors. No boys were employed at the time of the inspections.

Cooks. Chinese cooks were employed in the three camps which were visited.

Nationalities. The principal nationalities represented are the American and Italian.

D. SOUTHERN PINE DISTRICT.

Location. The extensive logging operations in the southern part of the state are carried on in Tulare, Fresno, Madera, Mariposa, Tuolumne, Calaveras, Amador, El Dorado, Placer, Nevada, and Sierra counties.

From west to east this district extends from the Sacramento and San Joaquin valleys to the summit of the high Sierras.

The timber which is being logged is the best to be found anywhere. Lumber from gigantic sequoias and splendid sugar pine trees forms a large portion of the output from this district.

Plants. All the sawmill plants in this district were visited. The list includes eleven companies, operating eleven sawmills, eight planing mills, eight box factories, three sash and door cutting factories, one sash and door factory, one shingle and lath factory. Two independent planing mills and box factories and one door factory were also inspected.

Statistics regarding 5,495 employees were obtained.

Families. In twenty-one camps, operated by these sawmill companies, ninety-two families were residing. This number is exclusive of those families that reside in what are termed "one man towns," or "company towns," of which there were seven.



Loading a vessel at sea, with lumber, as performed along the Mendocino Coast.



Attaching a load of lumber to the pulley block preparatory to transferring it on board the ship.

Employment Agencies. Only one company utilizes employment agents to any extent, while the other companies send to their city offices for men as needed.

Board. Two companies figured board in their logging camps at \$15 per month; two at \$18; five at \$20, and two on a basis of twenty-five cents per meal. In several cases the wages in the camps included board.

Housing. Most of the bunkhouses were 9 feet by 20 feet, 10 feet by 20 feet, or 12 feet by 16 feet, in size. They were made to accommodate three or four men each, and were generally built on skids so that they could be hauled onto the logging cars and moved elsewhere.

Hotels. Four companies furnish hotel accommodations to transients.

Bunks. In this district, seven companies this year, of their own initiative, have installed eight hundred thirty-nine single steel bunks in their various camps. The other companies continue the use of wooden bunks, with straw for bedding.

Mattresses for use on iron bunks are supplied by one lumber company at cost, i. e., two dollars, in order to encourage their use. Should an employee, on leaving, desire to leave his mattress, the company will rebate a dollar for it if it is in fair condition. Other companies prefer to sell the mattresses at cost and let the matter end there.

Coupon Books. Seven companies operate stores and utilize coupon books, while another company, instead, utilizes sale slips in its store to record purchases.

Hospital Fees. Ten companies have a one dollar hospital fee. One of these charges twenty-five cents per day for four days, or one dollar per month. Another makes no charge for less than ten days. Another charges ten cents per day, with a maximum of one dollar per month. It will be seen that these various arrangements primarily affect those who may leave the service of the various companies during the early portion of a month.

Taxes. In Madera, Fresno, Tuolumne, and El Dorado counties, the road tax is \$2, poll tax is \$2; in Merced County, the road tax is \$3, poll tax, \$2; in Nevada County, the road tax is \$2.50, poll tax \$2. These amounts are deducted from the wages of the employees on the demand of the various assessors.

Dining-rooms. At least ten dining-rooms were not effectively screened; that is, they may have been screened, but by neglecting to keep the doors closed, any resultant good from the screening was entirely lost.

Dining-rooms in the camps are adjacent to, or a part of, the cook-houses, as elsewhere in the state.

Garbage. Many garbage cans were found uncovered, and the garbage was in all cases disposed of to hogs kept on the premises.

Toilets. At one place the toilet facilities were greatly in need of attention. Several companies were making a very creditable effort to maintain sanitary conditions in their camps, and willingly made desirable changes.

At another place, the effluvia from the overflow in an open ditch from a septic tank, constituted a decided annoyance, if not a menace to the health of the entire neighborhood. Only a few feet of tiling was needed here to conduct the overflow into a large mill pond, to abate this nuisance.

Shower Baths. Only one company had installed, in its logging camps, a shower bathhouse. This building was 24 feet by 30 feet in size, having a door at one end and three windows on each side. The opposite end from the door was partitioned off into four rooms 6 feet by 6 feet, equipped for shower baths. One of these was reserved for ladies, who had exclusive use of the premises on certain occasions. Hot and cold water was ready at all times for use, and the place was well patronized. It was kept open Saturday nights until ten o'clock, and all day on Sundays. Two long tables in the room were supplied with magazines and papers, and the place was a very popular rendezvous for the men every night. It served the purpose of a club room very nicely, and was the only instance of this kind found in the logging camps of this state. The foreman stated that one man took a bath every night, while another woodsman—a faller—had not taken a bath in three years.

In this camp, two Chinese were employed to wash the clothes of the men. Each man was allowed to have two suits of underwear, two pairs of socks, two overshirts, and two towels washed each week, for which the nominal charge of \$1 per month was deducted from the wages of the men. This plan dispenses with the necessity of many having to heat up water to do their own washing, in the limited time which they may find for the purpose every Sunday. This work is too often entirely neglected when left to the men to perform.

Water. Instances may be cited where water is piped 400, 500, 1,200, and 1,300 feet, and, in at least two cases, a mile and a half, in order to insure a good supply of pure spring water for the use of employees. At one camp, water was hauled by wagon, and, in another place, well water was used.

Hospitals. Seven companies own and operate hospitals on their premises. The other companies have arrangements with nearby doctors and hospitals to handle their emergency cases.

Medical Cabinets. Five companies had equipped with medical cabinets, while six had not equipped in conformity with the requirements of the medical cabinet law.

Sickness. In one town only was an epidemic of typhoid fever found among the employees of a sawmill company. Subsequent to this outbreak, the company went to very heavy expense to clean up the premises, to guard against further contagion, and later, when the inspection was made, the old toilets in the lumber yards were found without roofs over them. Comments are unnecessary.

Accidents. From the companies visited, the Industrial Accident Board received reports, during the year 1913, of nineteen men killed, thirteen permanently injured, and one hundred fifty-two employees disabled for periods exceeding seven days each.

Minors. Two companies were employing seven boys, under the age of eighteen years of age, in violation of the eight hour law for minors.

Wages. No violations were noted of the law requiring the payment of wages on or before the fifteenth of the month. Several instances were noted where men were expected to travel upwards of sixty miles, at considerable expense, to secure their pay checks.

Noon Hour. No violations were noted of the law requiring an hour for noon in sawmills.

Blowers. The various plants were well equipped with blower attachments on their woodworking machines.

Hours. The working schedule throughout this district was based on a ten hour day. One sawmill operated day shifts for twelve and one half hours for five days, and ten hours for the sixth day; another operated a sawmill on a twelve and one half hour schedule for six days per week, while another company operated its day shift in the sawmill for ten hours, and the night shift for eleven hours, for five nights, and five hours on the sixth night.

Cooks. Five companies employ white cooks, including one camp having a woman cook; five companies employ Chinese cooks, and one company employs Japanese cooks.

Nationalities. The principal nationalities represented are the American, Italian, French, and Swedish. Greeks and Mexicans are also largely employed.



A view of a splendid hospital completely equipped, owned by a lumber company in the Northern Pine District. An isolation hospital for contagious cases, a morgue, and a mortuary chapel are nearby.



A reconstructed "speeder," equipped with a stretcher, set apart for emergency use.

PART IV—CONCLUSION.

Bibliography. In order to secure a fair understanding of the extent of the land holdings, nature and variety of the lumber operations, and other matters connected with the lumber industry in California, the following brief list of public documents is recommended for reference:

"The Lumber Industry," Parts 1, 2, 3 and 4, issued by the Bureau of Corporations, Department of Commerce, Washington, D. C.

"Wages and Hours of Labor in the Lumber, Millwork and Furniture Industries, 1890-1912," Bulletin 129, issued by the Bureau of Labor Statistics, U. S. Department of Labor, Washington, D. C.

"Wages and Hours of Labor in the Lumber, Millwork and Furniture Industries, 1907 to 1913," Bulletin 153, issued by the Bureau of Labor Statistics, U. S. Department of Labor, Washington, D. C.

"Lumber, Lath and Shingles, 1912," also series of pamphlets on "Forest Products," issued by the Bureau of the Census, Department of Commerce, Washington, D. C.

"Discussion of Forestry Problems, 1912," and "Report for 1912," of the Conservation Commission of the State of California, Mills Building, San Francisco.

The various reports of the California State Board of Forestry, Sacramento, California, particularly the "Biennial Report for 1912," "Annual Fire Report for 1913," and bulletin on "Fire Prevention Day, April, 1914."

General. The lumber industry may be described from many standpoints, not the least important of which is that one which concerns the men and women, employers and employees, who perform the different operations in offices, stores, sawmills, logging camps, etc.

As the leading manufacturing industry in California, it employs the most capable men in many lines of work, and, as stated elsewhere, there is no other industry in California which utilizes employees of such varied capabilities as does the lumber industry.

It must be recognized that any campaign for the observance of laws or for improved sanitary standards is largely dependent upon the attitude and cooperation of the managers and superintendents who direct the operations. The Bureau takes this opportunity to acknowledge the uniform courtesy extended to its representative by the various gentlemen connected with this industry. It was gratifying to observe the manner in which the managers and superintendents responded to the campaign for improved humanitarian standards for their employees. It has been a decided pleasure to learn of the many improvements which have resulted from our investigation. In so far as this Bureau is able to assist them by its publications, or by reference to available literature, or in other ways, it will continue its endeavor to secure and deserve the support of the fair-minded employers in this state.

THE PORTLAND CEMENT INDUSTRY IN CALIFORNIA.

About thirty years ago two plants in California were making a natural cement from the argillaceous limestones occurring at Jamul, in southern California, and at Santa Cruz, in the central part of the state. A plant at Benicia was making a cement from a calcareous conglomerate. At these plants, the natural rock was quarried and broken up by hand.

This rock, without further treatment, was burned in standing kilns of simple construction. The burnt rock was cooled and then picked over by hand.

The pieces that showed the proper degree of burning were crushed and ground to a powder in the old fashioned burr mill.

The equipment of one of these natural cement plants probably would not cost to exceed \$5,000 each. The whole process was exceedingly crude and the investment very small as compared with the modern cement plant.

Moreover, the cement made at these early plants was untrustworthy and exceedingly irregular in quality.

The cement made at Benicia was used in the construction of the city hall at San Francisco, and the poor quality is well shown in the ruins after the big earthquake of 1906.

The poor quality of the product and competition with imported Portland cement caused these natural cement plants to cease operations.

The first plant to operate successfully was started in 1898, at Colton, fifty miles east of Los Angeles.

In 1903, a plant was started at Napa Junction, and another at Cement. Both of these plants are near tidewater on San Francisco Bay.

Later a plant was established at Davenport, near Santa Cruz, about 150 miles south of San Francisco.

In 1909, a plant was started near Riverside; another plant at Roosevelt, on the Los Angeles aqueduct, which latter plant furnished the cement used in the construction of the aqueduct, and a plant at Cowell, began operations in April of this year.

In 1910 a plant was erected at Oro Grande, San Bernardino County, on the Mojave Desert, in southern California.

Lastly, in 1913, the plant at San Juan was completed.*

*"The Growth of the Cement Industry on the Pacific Coast," by Chas. A. Newhall.

Since the completion of several of these mills, they have been remodeled, enlarged, or rebuilt. One plant, with a rated output of twelve thousand barrels per day, is the largest single unit in the world.

At the present time (1914), one plant has been shut down and is for sale; seven are operating, while the ninth plant has never operated.

The growth of the cement industry has been one of the noteworthy features of the mineral industry in recent years. The first authentic reported production of cement was in 1891, when 5,000 barrels, valued at \$15,000, represented the output.

A comparison of the annual figures representing the output since the inception of the industry, as reported by the California State Mining Bureau, is of interest.

Portland Cement Production in California, 1891-1913.

Year	Barrels	Value
1891	5,000	\$15,000 00
1892	5,000	15,000 00
1893		
1894	8,000	21,600 00
1895	16,383	32,556 00
1896	9,500	28,250 00
1897	18,000	66,000 00
1898	50,000	150,000 00
1899	60,000	180,000 00
1900	52,000	121,600 00
1901	71,800	159,842 00
1902	171,000	423,600 00
1903	640,868	968,727 00
1904	969,538	1,539,807 00
1905	1,265,553	1,791,916 00
1906	1,286,000	1,941,250 00
1907	1,613,563	2,585,577 00
1908	1,629,615	2,359,692 00
1909	3,779,205	4,969,437 00
1910	5,453,198	7,485,715 00
1911	6,371,369	9,065,625 00
1912	6,196,634	6,074,661 00
1913	6,167,806	7,743,024 00

The value of the output, as given above, represents the cost of production, and not the selling value.

In 1913, various mineral products of California ranked in importance as follows:

Mineral	Value
Petroleum	\$48,578,014 00
Gold	20,406,958 00
Cement	7,743,024 00
Stone	6,168,020 00
Copper	5,343,023 00

At the Thirteenth Census, in 1909, the production of cement was classified as a manufacturing industry.



View of interior of a boarding-house, recently built by a cement company, showing well arranged sleeping quarters occupied by its Austrian employees.

The burning of lime was likewise classified as a manufacturing industry, and where the lime was burned at the limestone quarry, the quarry was regarded as a subordinate part of the manufacturing operations.

In 1909, the census returns show that eight plants in California employed 2,407 wage earners; the value of products was \$6,504,000; the value added by manufacture was \$4,322,000, and the industry ranked sixteenth in importance.

The hours of labor were classified as follows:

Hours	Number of employees
48 and under.....	1
Between 48 and 54.....	
54.....	
Between 54 and 60.....	212
60.....	
Between 60 and 72.....	1,986
72.....	
Over.....	208
Total.....	2,407

A pioneer investigation of the wages and conditions of labor, in all the various cement plants and their quarries in California was made this year by Special Agent J. W. Atkins. The seven operating plants and their quarries were then employing two thousand twenty-one men, four women, and three Chinese.

The mill operations are continuous in their nature and are carried on with two shifts of men. In five plants, the millmen had two twelve hour shifts, while the sixth plant operated on an eleven and thirteen hour basis.

The offices and laboratories are open for eight or nine hours daily, while the quarrymen, mechanics, railroad men, and others, worked nine or ten hours daily.

Wages are paid on the basis of the hour, day, or month, by negotiable check on or before the fifteenth of each month.

The following operations may be paid on a contract basis: the loading of cars with limestone; the sewing, counting, patching, and turning inside out, of cement sacks, and the packing, tying, and trucking of cement sacks.

Wages are subject to the usual deductions for board, road tax, poll tax, and hospital fees.

Monthly hospital fees are collected as follows:

Number of companies	Fees			
	\$1.00	\$0.50	\$0.40	Under \$1.00—\$0.50 Over \$1.00—\$1.00
2	2			
2		2		
1			1	
1				1

Coupon books are not used by any cement company, and but two of these companies maintain stores.

In several instances, the plants are near towns where the men live, and, in some cases, the employees secure housing accommodations of lessees of the companies.

Two companies charge \$30 per month for board and lodging in their hotels. Each room has two beds.

One of these companies also maintains a boarding house where the board costs \$20, \$22.50, or \$25 per month, depending on the quality of board desired. This company has forty bunkhouses, 12 feet by 14 feet, supplied with lights and cots, which are rented at fifty cents per man per month.

One of the above companies furnishes meals at 25 cents each, and makes no charge for use of iron beds and mattresses.

Employees, principally Greeks, at another cement plant, are housed in twelve whitewashed frame cabins, owned by an adjacent property owner. Three men occupy a cabin and pay \$1.50 each, per month. These cabins have two rooms, each 16 feet by 24 feet. Three men cook in one room and sleep in the other, which is furnished with cots and spring beds. The toilets were in an insanitary condition.

Family houses, occupied principally by Italians, are rented by this owner at \$5 to \$8 per month. A better class of houses, used mainly, by foremen, contain five or six rooms each. These are supplied with sanitary bathrooms and toilets. Water is furnished free, but an extra charge is made for electric lights. The yards have woodsheds and there is room also for gardens. These houses are principally occupied by Americans.

Near the quarry of this company, the old frame shacks were being torn down at the time of inspection, and three concrete structures containing eight rooms each, were being constructed. Groups of four men now occupy two rooms, using one for living and cooking purposes, and the other for sleeping quarters. These rooms are 12 feet by 15 feet in size. The men pay \$1.50 per month each, for room, and this includes water.

The hotel at this place burned down, and has never been replaced. It was operated by a lessee. A bathhouse, having two shower baths and sanitary toilets, has been completed since the survey was made.

On another portion of the property of this company, in the vicinity of the plant, the company has erected twenty houses for its employees, at a cost of \$25,000. These contain from four to six rooms each, and have baths and electric lights, and are equipped for hot and cold water. These rent at \$10 to \$14 each, per month.

Two private hotels in this vicinity, patronized principally by Italians, charge \$20 to \$25 per month for room and board.

Another company has a large Mexican camp, which occupies a little over four acres. The living quarters are contained in a continuous frame structure located on the outer boundary of the square plat of land. The living quarters occupied by single employees were 10 feet by 12 feet in size, with the gable eleven feet high, and the ceiling seven feet high at the two extreme ends of each of the rooms.

At the time of inspection, these rooms were supplied with four wooden bunks—two upper and two lower—on either side of each room. Instead of the usual wooden bottom for the bunks, wire screening was used. These bunks have since been removed, and single steel bunks installed in each room.

Each room has a water faucet for cold water but no washstand. The windows had wooden slides, 23 inches by 24 inches, without glass, at one end of each room, while at the other end of each room, a sliding window, 17 inches by 23 inches, containing four panes of glass, was placed.

There were sixty-six such rooms on the premises. This square was divided in half by a fence. The Mexican families reside on one side, while the single employees reside on the other. Only five families and twenty-five Mexicans were residing there at the time of inspection. Rooms were rented at the rate of fifty cents per man, per month, with electric lights (one) and water included. The lessee here charged fifty cents per man, per day, for board.

Twenty-two gardens, arranged for the use of the families, were located on their portion of the premises. Shower baths were located in rooms at each corner of this block, and were supplied with cold water only. The dining-rooms had screens on the windows, but the doors were not screened. Trees and vines have been planted on the premises and the place had been made as attractive as possible.

Not far away are two frame buildings, 20 feet by 100 feet in size. Each building has a room 20 feet by 60 feet equipped with ten steel bunks, for the use of the men, principally Austrians. Sanitary toilets



The feed ends of the tube mills where limestone is pulverized. These mills are 5 feet in diameter by 22 feet in length. They are flint lined and each mill carries twenty tons of flint or other pebbles. Piping at the left is used as air vent, as an experiment to prevent the cement dust from getting into the atmosphere.

and three cement washtubs are at each place. The Austrians pay \$1. every two weeks, for laundry work and housing.

Armenians, employed by this company, live in a city not far distant. An investigation of their living conditions showed that some of the unmarried men would cooperate in renting a house, or rent from a lessee. Two or three men were occupying each room and doing their cooking in a primitive manner, usually in the kitchen, or together in some other room of the house. Their diet was principally bread and meat, but fruit, butter, eggs and other ordinary necessities are bought by them only occasionally.

In this discussion of the housing and living conditions of foreigners, it should be borne in mind that they are desirous of living as economically as possible. For this reason, whether they get fifty or a hundred dollars or more, per month, many of them do their own cooking and other work, and purchase only the plainest of food, instead of patronizing boarding houses or hotels, like their fellow employees do, and where better living conditions prevail.

Two companies have recently completed first class emergency hospitals, fully equipped, constructed of cement, and each costing about \$10,000, without the equipment. They are a credit to the plants where they are located.

The plants are operated throughout the year, depending on business conditions, and they average around three hundred working days, each, per year.

The process of making cement has been aptly described as the "grinding of a mixture of limestone and clay together to a fine powder and heating this mixture to incipient fusion; this partly fused mixture when ground to a flour and mixed with a retarder, forms Portland cement."

The raw materials used are chiefly limestone, clay, shale and gypsum. The limestone from the quarries, and the clay from clay pits, are conveyed by cars to the plants and are placed in separate bins.

The general mode of cement manufacture in the various mills is essentially the same. The operations are divided into two departments, *i. e.*, the "raw" mill, and the "finishing" mill.

In the "raw" mill, the ingredients pass through the crushers, ball mills, tube mills, and into kilns where the heated mixture is brought to incipient fusion, which forms a "clinker."

After cooling on the clinker pile, in the open air, this clinker is conveyed into the "finishing" mill, where it is reground by ball mills, and tube mills, gypsum is added as a retarder, and then the product, as cement, is ready for the packing machines which are used to sack the cement.

In one representative plant in California, the cars containing the limestone from the quarry are run over track scales to check the gross

tonnage. The cars are then dumped and the limestone discharged into two No. 6 Gates gyratory crushers operated by one 150-horsepower motor. This constitutes the second reduction, the first reduction having been completed in the crusher at the quarry.

The two crushers are arranged so as to discharge their product on to one twenty-four inch 15 degree inclined belt, 200-feet centers, which conveys the product into a rock storage capable of holding 16,000 tons. Three belts with three Robins automatic trippers serve to distribute the crushed limestone over the rock-storage area. By means of a system of tunnels and belting, the limestone is drawn out from underneath the rock storage onto a cross belt into two six by sixty-foot dryers. From the discharge end of the dryers, the limestone is elevated into a bucket conveyor, which delivers the material into the ball mill bins. All the bins are of a steel, hopper type of construction. At the same time, the clay and shale is dried through similar dryers, and their discharge delivered into the ball mill bins.

A third reduction is accomplished through eleven Gates No. 8 ball mills for limestone, clay and shale, each of which is ground separately and their product elevated and conveyed into separate bins; six for limestone, and three, each of a different capacity, for clay and shale. Automatic samplers are arranged for sampling each of the three raw materials while their respective bins are filling. When these samples are analyzed and a raw composition formulated in the laboratory, the three separate materials are drawn out simultaneously into a battery of three automatic weighing machines, which again simultaneously discharge into a huge double-screw-cut flight mixer. From the mixer, the raw composition is elevated and conveyed into the tube mill bins.

The tube mills, giving the final grinding to the raw composition, are of the Gates five and one half foot by twenty-two foot type and are fourteen in number, operated in pairs by a 250-horsepower Westinghouse motor. The tube mill product, 73 per cent of which passes a 200-mesh screen, is discharged into one long continuous screw conveyor, where the raw composition is again automatically sampled and checked from the laboratory. The raw composition is then elevated and conveyed to the kiln bins.

In the kiln-room are twenty-four $7\frac{1}{2}$ foot by 7 foot by 125 foot kilns, which lie on an incline of a three fourths of an inch pitch, and are individually operated by a 30-horsepower speed motor, with a controller at the burner end of the kilns. Each kiln is provided with a stack, five feet by eighty feet, at the far end of the kiln. Fourteen of the kilns are now in daily operation, each of which easily produces its 500 barrels of clinkers in twenty-four hours.

The raw composition is fed into the stack end of the kiln by means of screw conveyors from the hopper base of the kiln bins, which, under

the rotation of the kiln, is carried onward and downward through the heat zone, where it is calcined to incipient fusion and discharges into a pit as clinker. The burning is accomplished with crude oil and compressed air. The oil is of 17 degrees Beaumé gravity and the air pressure is eighty pounds at the burner. Approximately 2,000 barrels of oil are consumed per day.

From the clinker pit the clinker is delivered into coolers, which finally discharge into a portable steel skip on a narrow gauge track, to be taken to an open air clinker storage.

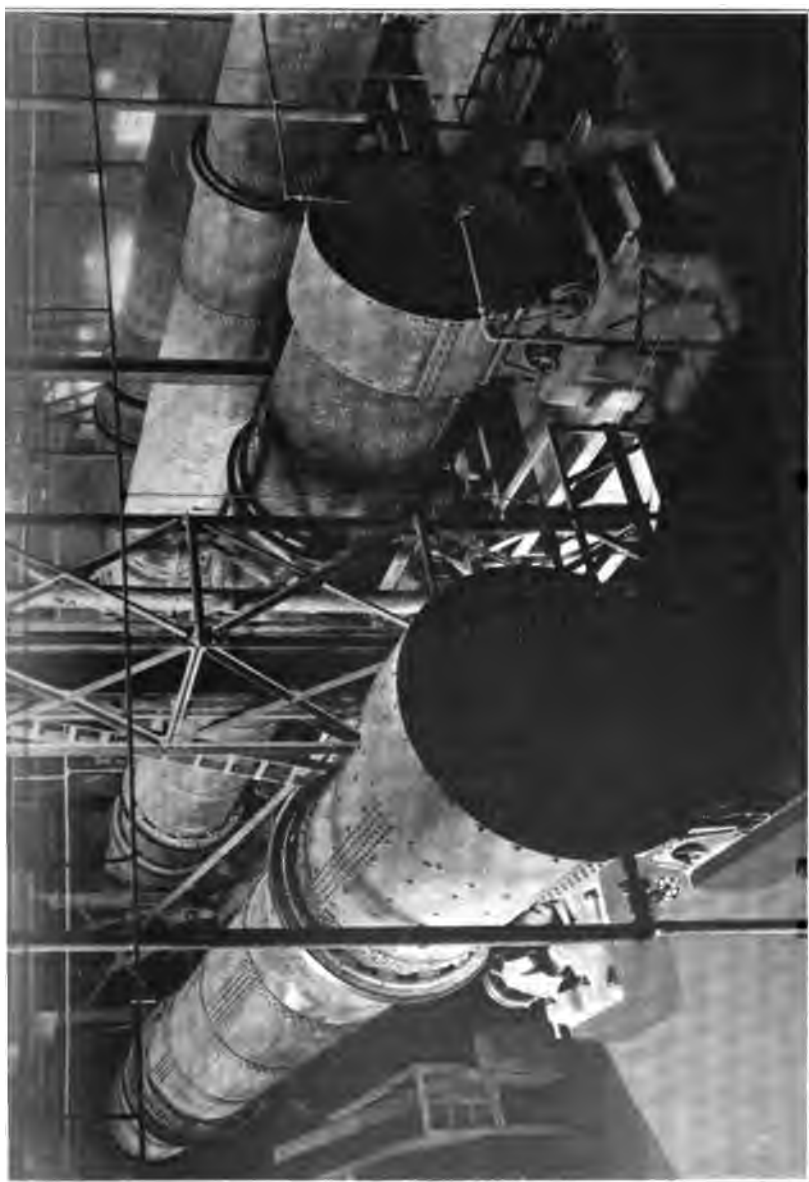
The clinker now in the steel skips, which hold thirty barrels, is delivered to the clinker storage pile. One of the chief assets to a cement plant lies in a large clinker storage. It not only gives the plant flexibility, but gives an aging to the clinker which favorably affects its quality as well as the final grinding. The clinker storage at this plant covers an area of 80,000 square feet, on which approximately 500,000 barrels of clinker can be stored.

The clinker storage has fourteen tunnels underneath into which the clinker is drawn through chutes directly onto belts which convey the clinker to a cross belt running into the finishing mill.

In the "finishing" mill, the clinker is received in a steel bin directly over the stack end of the dryer, provided with an adjustable rocker feed, which delivers the clinker into the dryer. While the clinker passes through the dryer a low heat is applied, when necessary, to drive off any water absorbed by the clinker through rains or damp atmosphere, thereby avoiding any clogging of the ball mill screens. To retard the setting time of the cement, about 2½ per cent of gypsum is added in the dryer discharge pit from a bin controlled by an adjustable rocker feed.

The gypsum is fed into the pit by a continuous belt, which delivers a continuous stream simultaneously with the clinker stream discharged from the dryer. This assures a thorough distribution of the gypsum and a well regulated setting time of the cement.

From the dryer discharge pit the stream of combined clinker and gypsum is elevated and conveyed into the ball mill bins. Through the hopper of the bins the material is fed into the ball mills, eighteen in number, similar in type and size to those in the raw mill building. From the ball mill discharge, the stream passes through elevators and conveyors into the tube mill bins. From these bins the material passes on into the tube mills for its final grinding. The tube mill installation consists of twenty-four mills, twenty of which are in constant operation. The tube mill product, which is the cement, is an impalpable powder, 80 per cent of which passes a 200-mesh screen. The product is elevated and automatically sampled while conveyed into a large stockhouse.



A view of a kiln room where the pulverized mixture is reduced to a "clinker." The kilns are eight feet in diameter. Ten of them are 100 feet long, while two are 120 feet in length.

The stockhouse, which consists of ten separate bins, is of concrete construction throughout, and has a capacity of 128,000 barrels of cement. The base is of the hopper and tunnel-type construction, two of which run longitudinally through the entire length of the stockhouse. By means of screw conveyors, the cement is conveyed through these tunnels into the packing bins, adjacent to the stockhouse. Eight Howe packing machines mechanically fill the sacks, which are carefully weighed and tied and passed on trucks into cars.*

A portion of every plant is devoted to the receiving, cleaning, counting, patching, repairing, and storage of returned cement sacks, and this place is referred to as the "bag house."

The cleaning of sacks is generally done by revolving a number of them in a cylinder, which is operated in a closed room. The slatted perimeter allows the cleanings to drop through to the floor. The bags are removed from the cleaner through a door provided in one section of the slats. No one remains in this closed room during the operation of cleaning the sacks.

It is evident that in a manufacturing process, which produces a pulverized mineral product, as cement, there is likely to be a leakage at various stages of the operation. The result of this leakage is that dust is distributed throughout the plant, while the air becomes heavily charged with the most minute particles.

The siliceous character of the limestone necessitates the use of metal machinery and containers to withstand the constant friction. In none of the plants were the metal conveyors, or the machinery, boxed in with lumber to restrict the dissemination of dust. Such a procedure would tend to precipitate and control much of the dust; to prevent its dissemination, and to admit of its removal as required.

The kiln rooms were affected the least, and the grinding, packing, and bag cleaning rooms the most, by the leakage of dust, though comparisons are difficult to make when dust is found everywhere.

The dust problem is a mechanical difficulty, which varies with the individual plants—their machinery, mode of operation and construction arrangement.

One plant was walled off longitudinally, dividing the building into zones, in each of which a particular process was performed. The intent, and the result, of this plan was to retain in each department, the dust which was disseminated there by leakage from machinery.

In no plant was vacuum apparatus or any other dust collecting machinery used to eliminate or to dispose of the dust.

One plant had, however, installed a dust collecting plant at an expense of \$10,000, but it failed to operate satisfactorily.

*Llewellyn T. Bachman, "Cement and Engineering News," March, 1913.

Regarding the dust problem in English cement plants, it is stated that:

Provision is made in well-arranged works for the withdrawal and collection of the suspended dust, which was formerly so objectionable a characteristic of cement works, leading not only to unhealthy conditions within the buildings, but poisoning and disfiguring the whole neighborhood in which the industry was carried on.

By the aid of exhaust fans and dust-collecting apparatus, the air is now kept free from dust, and a considerable quantity of cement, which was formerly wasted, is now saved to the manufacturer.*

Most of the superintendents have been engaged in manufacturing cement for many years, and their experience has convinced them that, generally speaking, cement dust is harmless to employees. Acting on this theory, it is not remarkable that they have done so little to reduce the dust problem to a minimum.

One manager submitted the following statement of the term of service of some of his employees, for the purpose of showing their preference for, and their ability to perform, the work required in this industry.

For your information, we give the actual time of service of our employees in the packing house and bag house, as follows:

Place of Work	Years of service of employees								Total
	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	
Packing house	3	5	8	5	3	2		3	29
Bag house	3	1	4	5					13

The following figures show employees' time of service on the job, and do not necessarily mean the length of their service in the respective departments:

Place of work	Years of service of employees									Total
	0-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	
Office				2	1	5				8
Laboratory—physical and chemical	4		1	1	2			2		10
Quarry	28	50	7	24	8	11	6	3		137
Raw mill	3	2	1	5	6	4	5	8	2	36
Kiln room	4	2	1	3	4	4	1	4		23
Finishing mill	3		1	4	1	4		4	1	18
Packing house		5	7	5	2	5	2	4		30
Bag cleaning		2	6	4			1			13
Compressor room	1	1		1	1					4
Boiler house	1				1					2
Repairmen	2	1		1	4		1	1	1	17
Shopmen	8		2	1	1	1	1	1		9
Electricians				1		1		2		4
Carpenters		3	1	2	1	1				8
Yard crew	10	5		4	2		1	1	1	24
Olay quarry	1		1				1			3
Steam shovel	11	4	2	3	2	2	1			25
Railroad			1			2	1	3		7
Section crew		3	2	1			1			7
Totals	76	78	33	62	36	40	22	33	5	385

*C. H. Desch, "The Chemistry of Cement," p. 32.



Driving part of rotary belt showing cover protection placed over ring wheels. Part of the "safety" campaign of one of the cement
factories.



Driving gear of a rotary kiln, with cover removed from cog wheels, showing danger to employees.

The above figures show that of a total of three hundred eighty-five men on the pay roll of this company, a large proportion of them had remained with the company for many years.

Of the men who had left this factory, some had gone to other plants to continue with the same line of work; others had made their "stake," and had gone into farming, or business, or had returned to their native land.

Though the mill men do not work as hard as those outside, they have longer hours and receive proportionately more wages.

It is difficult to secure Americans to remain in some of the occupations in the mills, and therefore foreigners are greatly in the majority.

These are principally Italians, Greeks, and Armenians. They live as economically as possible, and either send their wages home, or return when they have accumulated enough to enable them to live there comfortably.

One manager reported that Greeks are prone to retain their brass identification checks when returning to Europe, and give them to friends, who bring the checks back in the expectation of securing the vacant positions, or a chance to work elsewhere about the plant.

Much data on the personal habits of the foreigners employed in this industry was obtained, which indicates that their standards of living are far below what they should be.

Since the beginning of the agitation regarding cement dust, several of the companies require their physicians to make physical examinations of the employees in order to reject those who are unsuited to the work, and at different times to note the effect, if any, of the work and dust upon them.

Records of these examinations are made, and the doctors are thereby enabled to report more intelligently upon the physical effects of the industry on the workers than they could heretofore.

Several company doctors reject applicants who have any defect in their nasal passages, or have bronchitis, or lung trouble. They now pass, as a rule, none but sound men between the ages of twenty-one and fifty years.

One doctor resides in a cement company town, though all the companies have retained doctors who live within convenient access of the plants.

The dust problem in its relation to the health of the employees, may be considered from several standpoints as follows:

1. *Bacteriological.* When the finely ground mixture of limestone and clay is brought to incipient fusion in the kilns, the temperature registered there, by pyrometers, ranges from 2,700° F. to 3,500° F.

Any organic material is broken down chemically, and any bacteria would, of course, be destroyed.

Bacteria that might be found in the finished Portland cement would be acquired while the clinker is on the clinker pile, or subsequent thereto, during the regrinding operations. It is very improbable that any bacteria would be thus combined with the cement.

Respirators are seldom used and then only by packing and bag house employees. It is possible that their continued use, without being cleaned or sterilized, affords a greater menace to the health from bacteria exhaled with the breath and lodged in them, than the sterilized cement dust does.

2. *Chemical.* Analyses of American Portland cements indicate some variations in the proportion of their constituents, and the following table gives some representative determinations:

Analysis of American Portland Cements.*

Elements	Percentages of composition						
	I.	II.	III.	IV.	V.	VI.	VII.
SiO ₂ -----	21.99	20.75	20.88	21.61	23.25	22.14	22.47
Al ₂ O ₃ -----	7.24	7.72	7.91	7.88	5.32	7.32	6.94
Fe ₂ O ₃ -----	3.39	2.59	2.69	3.18	3.27	3.02	2.79
CaO -----	62.53	62.75	62.98	62.56	63.14	63.14	60.42
MgO -----	2.37	2.61	2.85	2.37	3.01	1.61	3.23
SO ₃ -----	1.19	1.66	1.46	1.52	1.32	1.58	1.67
Undetermined -----	1.29	1.92	1.23	0.88	0.69	1.97	2.48
Totals -----	100.00	100.00	100.00	100.00	100.00	100.00	100.00

*Bulletin No. 331, U. S. Geol. Survey, 1908.

Any injurious effects from the mineral elements above enumerated would be dependent upon their chemical or mechanical action on the men.

At one plant, a notice is posted requesting employees to wash their hands before eating. The inference is that cement dust, absorbed with food, would be injurious to the men, causing intestinal and other troubles.

3. *Fumes.* These are expelled from the kilns, through chimneys, during the process of incipient fusion in the formation of clinker. Several companies have been defendants in lawsuits instituted by owners of adjacent property, who alleged that the fumes were injurious to crops.

In order to overcome such objections, two companies have, at considerable expense, installed dust collectors, or fume houses, in connection with the chimneys, at their plants. Here the dust and fumes are treated by different processes in order to minimize their injurious effects upon the neighborhood.

Fumes ordinarily contain sulphur trioxide (SO_3), carbon dioxide (CO_2), and carbon monoxide (CO), in varying quantities. The action of the first named is well illustrated when it comes in contact with barbed wire fences, or other iron surfaces, in the presence of moisture, as it corrodes the metal. Any of these fumes, in quantity, are injurious to human beings.

4. *Mechanical.* The dust, which is distributed throughout the plants, varies in size from that which will pass through a 200 mesh screen to that of larger size. At one plant the chemist stated that 96 per cent of the cement would pass a 100 mesh screen, while 84 per cent would pass a 200 mesh screen.

The dust may be an impalpable powder, or larger and somewhat angular in shape. In the latter form it is more irritating, as it causes an abrasion of the skin and mucuous membranes. The heavier granular particles are precipitated more quickly than the lighter ones.

In the packing-rooms, particularly, the atmosphere is charged with cement dust. This is due to mechanical defects in the machinery: the lack of effective boxing around conveyors and machinery, and the modus operandi of the packing and tying operations.

Occasionally cement dust lodges in the eyes, causing conjunctivitis. The doctors uniformly state that the number of office visits of employees due to dust troubles is very small, and they are not aware of any disease that is peculiar to this industry. It is claimed that cement dust will quickly cure a cold in the head—presumably because of its strong affinity for moisture.

When inhaled in the nasal passages, the dust is irritating and annoying to many people. It may penetrate into the clothing or shoes and cause skin irritation. For this reason packers and truckers often bind up their shoes with gunny sacking while employed in the packing departments.

With reference to the effects of cement dust on employees, an English government publication states as follows:

Investigations by Dr. Heim, of Paris, and by the Factory Department of the Home Office, made two or three years ago, have also shown that men engaged in the manufacture of plaster of Paris and cement are free from any excessive incidence of phthisis.

We may also refer to a valuable paper read by Dr. Collis at the XVIIth International Congress of Medicine, London, 1913, on "The effects of dust in producing diseases of the lungs," in which the whole subject is summarized.

The investigations briefly summarized above, while indicating that dust inhalation predisposes to respiratory diseases, the mortality from which may attain terrible proportions, show certain unexpected exceptions, notably in the case of slate miners and of men employed in the manufacture of cement and of plaster of Paris. Evidence, however, has been placed before us which by indicating one, and probably the most important injurious element in dust, will, we consider, materially assist in the prevention of mortality from pneumoconiosis.

It is desirable to explain by what steps this element has been isolated. The term, pneumoconiosis or dustlung, is used to describe the damage caused to lungs by dust inhalation; this damage may manifest itself in various diseases, such as phthisis, asthma, pleurisy, chronic pneumonia, or bronchitis. These diseases occur in the general population, and difficulty, therefore, arises in establishing for each individual case the predisposing influence of occupation; and we feel confident that if this influence could have been demonstrated with the same certainty as in the case of lead poisoning among workers who manipulate materials containing lead, of anthrax among wool sorters, and of other such specific occupational diseases, the existence of this widely distributed evil would have been now recognized and dealt with. Of these diseases, as regards men employed in metalliferous mines and quarries, phthisis or consumption is the most important. Other diseases of the lungs appear always to occur in excess among those who suffer a heavy mortality from phthisis induced by dust inhalation, and such diseases may also be unduly prevalent even when an excessive death rate from phthisis is absent, as, for example, pneumonia among slate-workers whose death rate from phthisis is low. No relation, however, has yet been established between such forms of pneumoconiosis, as e. g., pneumonia, asthma, and bronchitis, and the inhalation of particular forms of dust.

For our present purpose phthisis mortality may usefully be taken as the comparative index of the injury dust causes, at least among those employed in metalliferous mines and quarries, regard being had to the fact that the figures which express the mortality from phthisis do not express the total mortality in these industries from pneumoconiosis.

The sequence of events which follows inhalation of injurious dust—the formation of fibrous tissue in the lungs which lose their spongy texture and become tough and inefficient organs for aeration of the blood; the rise in blood pressure requisite to drive the blood through this toughened tissue; the impaired chest expansion, showing itself as breathlessness and asthma; the characteristic abdominal breathing; and the sudden alteration for the worse in the clinical aspect when the tubercle bacillus gains access to such a damaged lung—has been carefully described in the works already quoted, and, though placed in evidence before us, particularly in respect to the physical condition and clinical aspect of operatives employed in grinding metals and in granite cutting, requires no restatement here. We need only repeat the words of Dr. Haldane, "I believe the disease is the same all over the world, and the end comes through tubercular infection." The statistical evidence we have considered, however, confirms certain points alluded to by early observers, which may be stated in the following deductions: If in any given class a high death rate from pulmonary tuberculosis is found occurring at a later period of life than is usual for pulmonary tuberculosis, and if this high death rate is associated with a high death rate from other respiratory diseases, then this class is exposed to the inhalation of injurious dust; and, further, pulmonary tuberculosis occurring in such a class does not exhibit the same incidence on the wives and families of those affected, as is characteristic of ordinary pulmonary tuberculosis.

Early in our inquiry Dr. Haldane, when summarizing the results of his inquiries into miners' phthisis in Cornwall, drew attention to the fact that all dusts are not equally dangerous, but that some, such as quartz dust from Transvaal gold mines, dust from Cornish mines, from ganister, from some sandstones, e. g., Craigleith stone, are certainly injurious; and he said, "We ought to know what the qualities are in dust which make it dangerous, so that we may be able to say with regard to any dust offhand whether that dust is dangerous or not. * * * There is a great gap in our knowledge as regards these points. There is a lot of knowledge about points which are not of much practical importance, but not knowledge such as would be of assistance to this Commission, or to the Home Office Factory Department in dealing with different sorts of dust."

The marked differences in the phthisis mortality in various dusty industries which is shown in the above table induced us to ask Professor Beattie, who had, at Sheffield University, already interested himself in the subject, to carry out certain experiments by exposing animals to atmospheres containing various kinds of dust. After

varying periods of exposure to dusts suspected to be dangerous in view of the phthisis mortality statistics among those who work in them, the animals, guinea-pigs, were found to develop a fibrous condition of the lungs similar to that found in the lungs of operatives who inhale these dusts, but exposure to dust thought to be innocent because no excess of phthisis is found in those who are exposed to their inhalation, either did not cause this condition to develop or only to a moderate degree. Professor Beattie found, however, a few exceptions which call for further investigation.

The general results of his inquiry may be thus stated: Certain mineral dusts, such as e. g., coal, clay, cement, were not shown by experiments to be injurious. Others, e. g., silica dusts, quartz, flint, sandstone, are dangerous, as are also carborundum and emery. The line of inquiry which Professor Beattie pursued is practically new, and many difficulties had to be surmounted, but the results he obtained agree in a striking manner with the deductions drawn from the mortality statistics and materially assisted us in determining the injurious element in dust.

Practically every investigator of the cause of pneumoconiosis has remarked upon the injurious character of siliceous dust, but the mortality data for slate workers, for brick, plain tile, and terra cotta makers, and for cement workers indicate that silicon, in the form of silicates, may be present in dust without any increase in the phthisis death rate, among those exposed to its inhalation. Further reflection, however, indicates that, when the phthisis death rate is considered in relation to the presence of free crystalline silica in dust an intimate connection is found to exist—that, in every case where an excessive phthisis mortality has been found among those exposed to dust inhalation, this substance is present in the dust, and conversely, that among workers exposed to dust which does not contain this substance no such excessive mortality from phthisis has been found. No evidence has been placed before us which suggests any other explanation of the presence or absence of excessive phthisis mortality among those exposed to dust inhalation. After careful consideration, therefore, we feel justified in concluding that, even though further investigation should disclose other dusts as dangerous, the dust of free crystalline silica is specially injurious and is the most potent cause of fibrosis.

We are further of opinion that inorganic dusts may be grouped in two classes—

- (1) Dusts, the inhalation of which has not so far been shown to be associated with any marked increased mortality from respiratory diseases; to this class belong coal, shale, slate, iron ore, clay, limestone, plaster of paris, and cement.
- (2) Dusts, the inhalation of which is associated with excessive mortality from respiratory diseases and especially from phthisis; to this class belong quartz, quartzite (*i. e.*, ganister and buhrstone), flint, and sandstone.

We desire, however, to make clear that this classification of dusts refers only to mortality from phthisis experienced by those exposed to their inhalation and takes no cognizance of other injurious qualities dust may possess.

It appears to be the opinion of the most competent authorities that all dust is more or less detrimental to health, though in point of injuriousness there is no comparison between the less dangerous and the more dangerous kinds of dust. Exposure, however, to the inhalation of dust in confined places, where it is likely to be concentrated, even when the dust is of the less injurious character, is always liable to be prejudicial.*

*NOTE.—See article on "Respirators," on page 193 of this report."

The scene of greatest activity—and of clouds of dust—is the packing-room. It is an interesting sight to witness the mechanical operations of the battery of machines, and the endeavors of each crew to make a record "run," and to excel the others.

*"Second Report of the Royal Commission on Metalliferous Mines and Quarries. 1914," pp. 140 and 144. Published by Eyre and Spottiswoode, Ltd., East Harding street, E. C., London. Price, 1s 9d.



End view of No. 8 Gates ball mills used in the finishing mills to pulverize clinker to cement.
They are six feet wide by eight feet in diameter.



Interior of bag house showing exterior of the room containing revolving drum where 40,000 sacks may be cleaned daily.

Two makes of packing machines are used in the seven California Portland cement plants now operating, i. e., (a) the "Howe," and (b) the "Bates."

(a) The Howe packing machines have been used in all the plants for years. They require one operator to change the sacks; another man ties them, while a third, or a fourth man, in the crew, are busily engaged in trucking and loading the sacks into the freight cars or the warehouse. These men alternate in performing the various operations, and, as the machines vary in effectiveness, the crews rotate in using them.

A crew at one plant was credited with the ability to fill and truck 3,024 sacks of cement per day, though a fair average was 2,400 sacks per machine, or 600 barrels, per crew, per day. Each sack weighs 95 pounds, and four sacks equal one barrel. On a basis of 2,400 sacks, a day's work would involve handling 114 tons of cement.

As before stated, this work is paid on a contract basis, and the men earn on an average between three dollars and five dollars and a half for ten hours work per day. The contract earnings of a crew during a month are divided equally by them, as they have rotated in performing the various operations.

(b) The Bates machines have been recently installed in several plants in this state. They require one man to operate the simultaneous filling of four sacks. These sacks are placed on weighing machines, which, at the proper weight, automatically stop the flow of cement into the sacks. When filled, the sacks are tilted onto a revolving belt conveyor that transfers them into the freight car outside or to the warehouse.

With the Howe machines, the cement sacks are tied *after* being filled, while with the Bates machine, the sacks are tied *first* and filled afterward.

The end of a small pipe is placed through an aperture in a corner of the bottom of the sack, and the cement is allowed to flow through until the desired weight is obtained.

The pressure of the cement in the sack against the flap over the aperture serves to keep the cement confined in the sack when it is reversed in position.

This work is usually paid for on a day basis. The work around the mills is on a ten hour basis, and is paid for by the day or hour.

The superintendents report that this outside work is much harder than that in the mills. In consequence of this, the men seek work in the mills, where two twelve hour shifts are operated.

As the hours are longer in the mills, the men receive proportionately more wages than when working outside.

The following data will convey some idea of the scale of wages paid in representative occupations in the several departments of the various plants operating in California:

Rates of Wages Paid in the Cement Industry in California.

Department	Occupation	Hours per day	Wages per day, or month						
			I.	II.	III.	IV.	V.	VI.	VII.
LIMESTONE QUARRY	Foreman	10	\$100 00	\$3 30	\$5 00	\$4 95	\$150 00	\$125 00	\$4 75
	Blacksmith	10	2 75	2 50	4 00	4 00	3 50	2 50	3 50
	Blacksmith helper	10			2 25	2 50			2 75
	Driller	10	2 50	2 00	3 00	2 25	2 75	3 00	3 00
	Mucker								
	Laborer	10	2 50	1 80	1 50	2 25	2 00	2 00	1
RAW MILL	Foreman	12			4 80	4 20	3	3	
	Crusher room								
	Tube-miller	12	2 70		3 00	2 70	2 75	2 75	2 52
	Ball-miller	12		3 30	3 00	2 70	2 75	2 75	2 70
	Tunnelman	12			2 40	2 40	2 40		
	Kiln room								
	Foreman	12		115 00	4 80	5 25	3	4 00	3 60
	Burner	12		4 20	3 60	3 00	3 00	2 75	3 00
FINISHING MILL	Other	12			2 70	2 70	2 40	2 25	2 40
	Tunnelman	12			3 00	3 00	2 40		
	Foreman	12			4 80		3 50	3	3 60
	Dryer operator	12			2 70	3 00		2 50	
	Ball-miller	12		3 00	3 00	2 70	2 75	2 75	2 70
	Tube-miller	12	2 70		3 00	2 70	2 75	2 75	2 70
	Tunnelman	12			2 40	2 00	2 40		2 40
PACKING HOUSE	Laborer	12		2 40	2 40	2 40	2 40	2 00	
	Foreman	10		3 30	3 50	3 30	150 00	4 00	3 95
	Bates machinemen	10		2 00					
	Loader	10		2 50					
	Packers, etc.				4	5	6	7	8
	Laborer	10			2 00	2 25	2 00	2 00	

¹On contract basis.

²General foreman, or superintendent.

³Three men are in a crew. Contract basis is sixty cents per man per 100 barrels. One barrel equals four sacks or three hundred eighty pounds. These men work seven hours, on an average, per day, and earn from \$3 for seven hours' work, to as high as \$5.40 for nine hours' work.

⁴Three men are in a crew. They receive two cents per barrel, and earn, on an average, \$3 per day of ten hours.

⁵Twenty-one men handled 899,102 sacks in one month, for which they receive \$0.001875 per sack. The sum of \$1,685.85 was divided between them, making their average earnings, that month, the sum of \$80.28.

⁶Three men are in a crew. They receive two cents per barrel and average around \$3.50 per day of eight hours.

⁷Five men are in a crew. Their earnings average around \$100 per month.

⁸Three men are in a crew. They receive two and a quarter cents per barrel.

This contract work includes the filling, tying, trucking, and loading of the sacks of cement.

Where the time schedules of the various plants vary from the number of hours as here given, the rates of wages have been adjusted accordingly.

In the report of the Industrial Accident Commission for the year 1913, the number of accidents in the various plants and quarries of the Portland cement companies, is included under "Quarries" with the



Packing house employees shown operating with Howe packing machines. This is the dustiest operation in the process of cement manufacture.



View of sack stacker used in piling sacks in warehouses. A motor is located under the stacker.

number which occurred in the other quarries throughout the state. These other quarries are engaged in the production of clay, marble, limestone, crushed rock, gravel, etc.

The total number of accidents thus reported, for the year 1913, was eighteen men killed, thirteen permanently injured, and one hundred thirty-eight incapacitated for work for periods exceeding seven days each.

Of this showing, an analysis of the original records of the Commission, discloses the fact that it is impossible, from the data, as found there, to definitely fix the location of the various accidents, in all cases. However, the following tabulation is offered, showing a division of these accidents between the mills, the quarries, and the outside, general, or unclassified accidents.

Distribution of Accidents in the Cement Industry.

Company	Character of accidents								
	Deaths			Permanent			Temporary		
	M.	Q.	O.	M.	Q.	O.	M.	Q.	O.
A -----		2	1		1	1	4	3	9
B -----	2								3
C -----									
D ¹ -----	1		1	1			3	7	11
E -----		11					4	4	1
F -----							3	12	12
G -----		2					5	3	1
Totals -----	3	15	2	1	1	1	19	29	37

¹Of this number, ten quarrymen were killed outright, at the same time and place, due, as reported, to a premature explosion. The other employee was similarly killed at a different time.

²Including various quarries operated by it.

This table shows a total number of accidents, strictly chargeable to the Portland cement industry, of twenty men killed, three permanently injured, and eighty-five incapacitated for work for periods exceeding seven days each.

While the 1913 report of the Commission shows a total of eighteen men killed, the cases of two others which occurred in 1913 were not "closed" when the report was made, and were not included in it, but are included in this tabulation.

It is thus shown that of the total number of accidents charged to "Quarries," only the foregoing figures apply to the Portland cement industry, while ten employees, in other industries, were permanently injured and fifty-three were incapacitated for periods exceeding seven days each.

It has been generally recognized that mining, quarrying, and other work involving the manufacturing or handling of explosives, rank

highest in the number of accidents in comparison with the number of employees exposed to such hazards.

It is not apparent though that the occupations in the cement mills involve the hazards incidental to quarrying.

On the contrary, the foregoing figures show that a large proportion of the non-fatal accidents do not occur in the mills, but are chargeable to quarry and other work performed outside of the cement mills.

In the matter of accident prevention, several companies have taken an advanced and commendable stand. One company has instructed its foremen to send any employee to the office if he has a disposition to endanger himself; if indifferent to his work; if found to have poor sight, hearing, or health, or is intemperate, and he is thereupon discharged. This company employed a force of eight carpenters to go over their plant and install such guards as were requisite to prevent accidents.

In furtherance of the "safety first" policy of this company, a committee meets every Monday night to discuss matters of safety. These are discussed first, and later the matter of efficiency in the mill is considered. In its quarry, this company has placed houses where the employees may find protection during the operation of blasting.

Further instances might be cited, but these will serve to show that the important matter of accident prevention has not been entirely disregarded or overlooked by several companies.

In pursuance of a law passed by the last legislature this Bureau undertook, this year, a compilation of statistics of the various manufacturing industries in California.

Blank forms, similar to those used in reporting to the United States Bureau of the Census, were delivered to all cement companies.

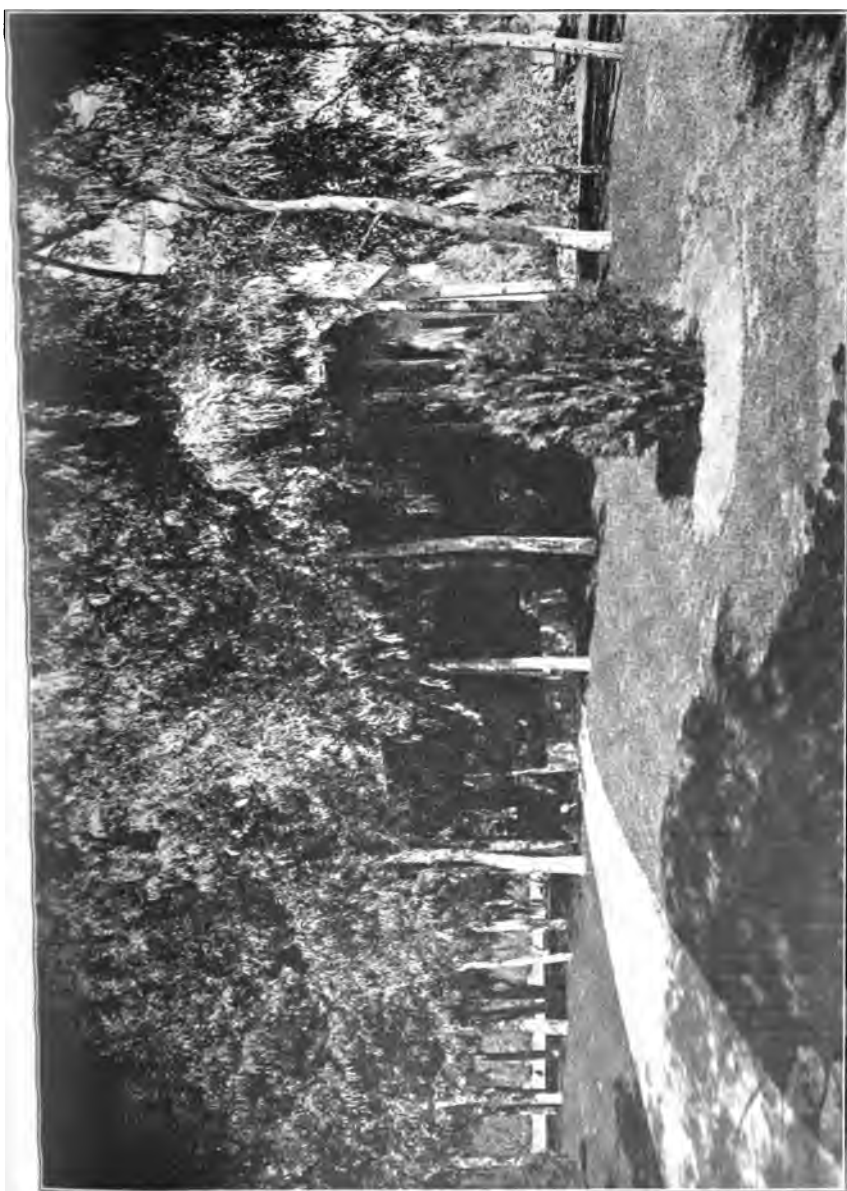
The negligence, or refusal, of several companies to supply desired information, prevents this Bureau from reporting on the total amount of capital invested in this industry; the value of material used, and the value of product.

This is to be regretted, since it prevents a proper presentation of the importance of this growing industry. Tables showing wages, and number employed, are given under "Manufactures," elsewhere in this volume.

The legal limitations, on this Bureau, prevent the publication of the names of individuals, firms, or corporations supplying such information as that on which this and other reports of the Bureau are based.

For this reason, this report purposely omits the names of the several companies, and leaves the reader to consider the subject in an impersonal manner.

The Bureau takes this opportunity to acknowledge the uniform courtesy extended to its representative, by the various gentlemen connected



A new hospital, in a beautiful setting of concrete construction, costing \$10,000. It has a complete equipment, and is available for emergency use.

with this industry, whom he had occasion to meet in making the required investigations.

Beyond two magazine articles describing two different plants, and a brief narration of the history of this industry, the subject of the Portland cement industry in California has not received the publicity which its importance deserves.

Such data as is accessible is contained in various government reports, as the annual reports of mineral production, issued by the California State Mining Bureau; occasional bulletins of the United States Geological Survey, and the Census Reports. Copies of the following publications may be obtained upon application to The Director, United States Geological Survey, Washington, D. C.:

Pamphlet "g," Part II, Mineral Resources of the United States, 1910-1911. "Cement: Portland cement materials and industry of the United States: map of the United States showing distribution of cement plants and principal limestone formations."

Pamphlet 9, Part II, Mineral Resources of the United States, 1913. "The cement industry in the United States."

Copies of the annual state reports on mineral production may be secured upon application to the State Mineralogist, Ferry Building, San Francisco. Statistics from the annual report for 1913, have been presented in the first portion of this review of the industry.

On the subject of the cement industry in the United States, the reports of the Thirteenth Census, based on returns for the year 1909, state as follows:

This industry consists chiefly in the manufacture of Portland cement from rock usually quarried by the same establishments.

In the following comparative table no figures are presented for the censuses of 1879, 1889, and 1899, as in the published reports for these years the data for the manufacture of cement were included with those for the manufacture of lime under the classification of "lime and cement."

Comparative Statistics of the Portland Cement Industry.

Year	Number of establishments	Wage earners (average number)	Wages	Cost of materials	Value of products	Value added by manufacture
1909 -----	135	26,775	\$15,319,662	\$29,343,791	\$63,205,455	\$33,861,664
1904 -----	129	17,478	8,814,077	12,215,113	29,873,122	17,658,009
1869 -----	45	1,632	631,993	773,192	2,083,898	1,260,701
1859 -----	14	740	206,460	262,920	767,080	504,160
1849 -----	35	407	117,924	238,157	509,110	270,953
California—						
1904 -----	4	596	236,000	664,000	1,601,000	937,000
1909 -----	8	2,407	1,650,000	2,182,000	6,504,000	4,322,000

Comparatively little natural cement was made in 1909 and a still smaller quantity of puzzolan cement. The former is an argillaceous limestone calcined and ground; the latter a ground mixture of blast furnace slag and slaked lime. The hydraulic cement called Portland cement is a calcined and ground mixture of limestone, chalk or marle and clay or shale.



A view of a ward in one of these hospitals.



The operating room in this hospital.

The statistics of products for the cement industry for 1909 and 1904, given in the following table, show a total value of \$63,205,455 in 1909 as compared with \$29,873,122 in 1904, the rate of increase for the five year period being 111.6 per cent. In 1899, the statistics for the lime and cement industries were combined, the products aggregating \$28,673,735 in value. The value of the combined lime and cement product in 1909 was \$81,157,442, the increase for the decade being 183 per cent.

During the period 1904-1909 the output of cement increased 110.5 per cent in quantity, all of the increase being in Portland cement, while the output of natural cement and of puzzolan cement decreased greatly. Portland cement formed 97.5 per cent of total in 1909, as compared with 83.7 per cent in 1904.

Comparative Table of Cement Production, by Years.

Product	1909	1904
Total value	\$63,205,455	\$29,873,122
Cement:		
Barrels	66,689,715	31,675,257
Value	\$53,610,563	\$26,031,920
Portland—		
Barrels	64,991,431	26,505,881
Value	\$52,858,354	\$23,355,119
Natural—		
Barrels	1,537,638	4,866,331
Value	\$652,756	\$2,450,150
Puzzolan—		
Barrels	160,646	308,945
Value	\$99,453	\$226,651
All other products	\$9,594,892	\$3,841,222
California—		
Barrels	3,779,205	969,538
Value	\$4,969,437	\$1,539,897

The statistics of the production of cement were collected in cooperation with the United States Geological Survey, which compiles annual statistics for the industry and reports the value of the cement in bulk, exclusive of the value of the barrels and bags used as containers. In order to make the census figures agree with those of the survey, the value of the cement in bulk is given here, and the value of the containers used is included in the total for "All other products," which also covers crushed rock sold as such, marble dust, and mixed ashes and cement. The census does not purport to furnish figures that can be used for determining the cost of manufacture and profits.

At the present time (1914), there are no Portland cement plants in Nevada; two plants in Oregon are not completed, and but one small plant is located in Arizona. This commercial territory is supplied with cement from Utah and Washington, as well as by the California companies.

The three Portland cement plants now operating in southern California have a rated daily capacity of about 9,000 barrels, while the four plants in the vicinity of San Francisco are credited with a capacity of about 18,750 barrels. The five cement plants in Washington have a rated daily capacity of 9,100 barrels. Several cement plants are also operating, at the present time, in western British Columbia.

In this connection, the possibility of eastern competition, due to low cost of production and cheap freight rates via the Panama Canal, may have some influence on the future of this industry on the Pacific coast.



A solid concrete hospital, with concrete roof, costing \$10,000. It is completely equipped and always ready for emergency use.

With the increasing utilization of cement in the construction of highways, buildings, power plants, railroads, and for other purposes, as indicated by the foregoing summaries of state and federal statistics, this industry in California appears to be destined to have a steady growth in its industrial and financial importance.

PART III.

ORGANIZED LABOR.

In this chapter are presented figures showing the rates of wages and hours of labor on January 1, 1914, in some 494 unions of the state. There is also indicated by footnotes changes in wages and hours made in the two years, January 1, 1912, to January 1, 1914, and of which we were able to obtain record.

The number of unions reporting does not, of course, represent all the labor organizations in the state. It does represent, however, an appreciable increase over the number covered in our last biennial report, where figures were shown for January 1, 1912.

We have continued the classification adopted in the previous biennial report. This classification is as follows:

CLASSIFICATION OF LABOR ORGANIZATIONS.

- I. BUILDING, STONE WORKING, ETC.
 - Stone working.
 - Building and paving trades.
 - Building and street labor.
- II. TRANSPORTATION.
 - Railways.
 - Navigation.
 - Teaming and cab driving.
 - Freight handling.
 - Telegraphs.
- III. CLOTHING AND TEXTILES.
 - Garments.
 - Shirts, collars and laundry.
 - Hats, caps and furs.
 - Boots, shoes and gloves.
 - Textiles.
- IV. METALS, MACHINERY AND SHIPBUILDING.
 - Iron and steel.
 - Other metals.
 - Shipbuilding.
- V. PRINTING, BINDING, ETC.
- VI. WOOD WORKING AND FURNITURE.
- VII. FOOD AND LIQUORS.
 - Food products.
 - Beverages.
- VIII. THEATERS AND MUSIC.
- IX. TOBACCO.

- X. RESTAURANTS, TRADE, ETC.
 - Hotels and restaurants.
 - Barbering.
 - Retail trade.
- XI. PUBLIC EMPLOYMENT.
- XII. STATIONERY ENGINEMEN.
- XIII. MISCELLANEOUS.
 - Paper and paper goods.
 - Leather and leather goods.
 - Glass and glassware.
 - Cement and clay products.
 - Other distinct trades.
 - Mixed employment.

ORGANIZED LABOR.

LABOR ORGANIZATIONS: SHOWING RATES OF

No.	Locality	Trade and organization
I. Building, Stone Working, etc.		
(a) STONE WORKING.		
<i>Granite Cutters—</i>		
1	Knowles -----	Granite Cutters' International Association of America
2	Los Angeles -----	Granite Cutters' International Association of America
3	Rocklin -----	Granite Cutters' International Association of America
4	San Francisco -----	Granite Cutters' International Association of America
5	San Jose -----	Granite Cutters' International Association of America
<i>Marble Workers—</i>		
6	San Francisco ---	International Marble Workers' Union, No. 38.....
7	San Francisco ---	International Marble Workers' Union, No. 44.....
<i>Paving Block Cutters—</i>		
8	Kenwood -----	Paving Cutters' Union of the United States and Canada, No. 120.
9	Santa Rosa -----	Paving Cutters' Union of the United States and Canada, No. 31.
<i>Quarrymen—</i>		
10	Sites -----	International Quarry Workers' Union, No. 46.....
<i>Stone Cutters and Sawyers—</i>		
11	San Francisco ---	Stone Outters' Organization of North America.....
12	San Francisco ---	Stone Sawyers' Union, No. 1.....
(b) BUILDING AND PAVING TRADES.		
<i>Asbestos Workers (Pipe Coverers)—</i>		
13	San Francisco ---	International Association of Heat, Frost, General In- sulators and Asbestos Workers of America, No. 16.
<i>Bricklayers and Masons—</i>		
14	Fresno -----	Bricklayers, Masons and Plasterers' International Union of America, No. 1.
15	Los Angeles -----	Bricklayers, Masons and Plasterers' International Union of America, No. 2.
16	Oakland -----	Bricklayers, Masons and Plasterers' International Union of America, No. 8.
17	Richmond -----	Bricklayers, Masons and Plasterers' International Union of America, No. 17.
18	Sacramento -----	Bricklayers, Masons and Plasterers' International Union of America, No. 9.
19	San Francisco ---	Bricklayers, Masons and Plasterers' International Union of America, No. 7.
20	San Jose -----	Bricklayers, Masons and Plasterers' International Union of America, No. 10.

WAGES AND HOURS OF LABOR ON JANUARY 1, 1914.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Cutters -----	Male	Day	\$5 00	8	44	1
Polishers -----	Male	Day	5 00	8	44	
Sawyers -----	Male	Day	5 00	8	44	
Tool sharpeners -----	Male	Day	5 00	8	44	
Blacksmiths -----	Male	Day	5 00	8	44	2
Carvers -----	Male	Day	5 00	8	44	
Cutters -----	Male	Day	5 00	8	44	
Letterers -----	Male	Day	5 00	8	44	
Polishers -----	Male	Day	5 00	8	44	
Cutters -----	Male	Day	5 00	8	48	3
Cutters -----	Male	Hour	62½	8	44	4
Cutters -----	Male	Day	5 00	8	44	5
Bed rubbers -----	Male	Day	4 00	8	48	6
Carvers -----	Male	Day	5 50	8	48	
Cutters -----	Male	Day	4 50	8	48	
Machine hands -----	Male	Day	4 50	8	48	
Polishers -----	Male	Day	3 50	8	48	
Sawyers -----	Male	Day	3 00	8	48	
Setters -----	Male	Day	5 00	8	48	
Setters, helpers -----	Male	Day	3 00	8	44	7
Cutters -----	Male	Piece	Av.wk. 15 00	8	48	8
Cutters -----	Male	Piece	Per M. 35 00 Av.wk. 18 00	8	48	9
Drillers -----	Male	Day	2 50	8	48	10
Engineers -----	Male	Day	3 50	8	48	
Laborers -----	Male	Day	3 00	8	48	
Quarrymen -----	Male	Day	2 25	8	48	
Cutters -----	Male	Hour	70	8	41	11
Cutters, apprentices -----	Male	Day	1 00	8	44	
Sawyers -----	Male	Day	4 00-5 00	9	54	12
Asbestos workers -----	Male	Day	4 00	8	48	13
Bricklayers -----	Male	Hour	87½	8	44	14
Bricklayers -----	Male	Hour	75	8	44	15
Bricklayers -----	Male	Hour	87½	8	44	16
Bricklayers -----	Male	Hour	87½	8	44	17
Bricklayers -----	Male	Hour	87½	8	44	18
Bricklayers -----	Male	Day	7 00	8	44	19
Bricklayers -----	Male	Hour	75	8	44	20

June 1, 1913. Hours reduced from 9 per day, 50 per week.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Bricklayers and Masons—Continued.</i>		
21	Visalia	Bricklayers, Masons and Plasterers' International Union of America, No. 21.
<i>Carpenters and Joiners—</i>		
22	Alameda	United Brotherhood of Carpenters and Joiners of America, No. 194.
23	Bakersfield	Amalgamated Society of Carpenters, and Joiners. Branch 743.
24	Berkeley	Amalgamated Society of Carpenters and Joiners. Branch 809.
25	Berkeley	United Brotherhood of Carpenters and Joiners of America, No. 1158.
26	Berkeley	United Brotherhood of Carpenters and Joiners of America, No. 1689.
27	Ohlco	United Brotherhood of Carpenters and Joiners of America, No. 1888.
28	Coalinga	United Brotherhood of Carpenters and Joiners of America, No. 855.
29	Daly City	United Brotherhood of Carpenters and Joiners of America, No. 1913.
30	Eureka	United Brotherhood of Carpenters and Joiners of America, No. 1040.
31	Fresno	United Brotherhood of Carpenters and Joiners of America, No. 701.
32	Haywards	United Brotherhood of Carpenters and Joiners of America, No. 815.
33	Hollister	United Brotherhood of Carpenters and Joiners of America, No. 1139.
34	Los Angeles	United Brotherhood of Carpenters and Joiners of America, No. 158.
35	Los Gatos	United Brotherhood of Carpenters and Joiners of America, No. 844.
36	Maricopa	United Brotherhood of Carpenters and Joiners of America, No. 1856.
37	Marysville	United Brotherhood of Carpenters and Joiners of America, No. 1570.
38	Mill Valley	United Brotherhood of Carpenters and Joiners of America, No. 1710.
39	Mountain View...	United Brotherhood of Carpenters and Joiners of America, No. 1280.
40	Oakland	Amalgamated Society of Carpenters and Joiners. Branch 810.
41	Oakland	Amalgamated Society of Carpenters and Joiners. Branch 2533.
42	Oakland	Amalgamated Society of Carpenters and Joiners. Branch 868.
43	Oakland	United Brotherhood of Carpenters and Joiners of America, No. 36.
44	Oakland	United Brotherhood of Carpenters and Joiners of America, No. 1667.
45	Oroville	United Brotherhood of Carpenters and Joiners of America, No. 1376.
46	Pacific Grove ---	United Brotherhood of Carpenters and Joiners of America, No. 806.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Bricklayers -----	Male	Day	\$7 00	8	48	21
Masons -----	Male	Day	7 00	8	48	
Plasterers -----	Male	Day	7 00	8	48	
Carpenters -----	Male	Day	5 00	8	44	22
Carpenters -----	Male	Day	5 00	8	44	23
Carpenters -----	Male	Day	5 00	†	†	24
Carpenters -----	Male	Day	5 00	8	44	25
Carpenters -----	Male	Day	4 50	8	44	26
Carpenters -----	Male	Day	4 00	8	48	27
Carpenters -----	Male	Day	5 00	8	48	28
Carpenters -----	Male	Day	5 00	8	44	29
Carpenters -----	Male	Week	24 00	8	48	30
Carpenters -----	Male	Day	5 00	8	44	31
Carpenters -----	Male	Day	2 50-4 00	8	48	32
Carpenters -----	Male	Day	4 00	8	48	33
Carpenters -----	Male	Day	4 00	8	48	34
Carpenters -----	Male	Day	5 00	8	44	35
Carpenters -----	Male	Day	5 00	8	48	36
Carpenters -----	Male	Day	4 00	8	48	37
Carpenters -----	Male	Day	5 00	8	44	38
Carpenters -----	Male	Day	4 80	8	44	39
Carpenters -----	Male	Hour	62½	8	44	40
Carpenters -----	Male	Week	27 50	8	44	41
Millmen -----	Male	Week	27 00	8	48	
Carpenters -----	Male	Day	5 00	8	44	42
Mill hands -----	Male	Day	4 50	8	44	
Carpenters -----	Male	Hour	62½	8	44	43
Carpenters -----	Male	Hour	62½	8	44	44
Carpenters -----	Male	Hour	50	8	48	45
Carpenters -----	Male	Day	4 50	8	44	46
Mill hands -----	Male	Day	4 00	8	48	

†Hours not reported.

‡July 1, 1912. Wages increased from \$4.50 per day.

§July 1, 1912. Hours reduced from 48 per week.

¶February 8, 1912. Wages increased from \$4.00 per day.

**February 8, 1912. Hours reduced from 48 per week.

††May 1, 1912. Wages increased from \$4.50 per day.

‡‡Wages increased from \$4.00 per day since January 1, 1912.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
1. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Carpenters and Joiners</i> —Continued.		
47	Palo Alto -----	United Brotherhood of Carpenters and Joiners of America, No. 668.
48	Pasadena -----	United Brotherhood of Carpenters and Joiners of America, No. 769.
49	Pasadena -----	United Brotherhood of Carpenters and Joiners of America, No. 1351.
50	Redlands -----	United Brotherhood of Carpenters and Joiners of America, No. 1343.
51	Richmond -----	United Brotherhood of Carpenters and Joiners of America, No. 642.
52	Riverside -----	United Brotherhood of Carpenters and Joiners of America, No. 235.
53	Roseville -----	United Brotherhood of Carpenters and Joiners of America, No. 1928.
54	Sacramento -----	United Brotherhood of Carpenters and Joiners of America, No. 586.
55	San Bruno -----	United Brotherhood of Carpenters and Joiners of America, No. 848.
56	San Diego -----	Amalgamated Society of Carpenters and Joiners. Branch 2553.
57	San Diego -----	United Brotherhood of Carpenters and Joiners of America, No. 810.
58	San Diego -----	Amalgamated Society of Carpenters and Joiners. Branch 924.
59	San Francisco ---	Amalgamated Society of Carpenters and Joiners. Branch 1.
60	San Francisco ---	Amalgamated Society of Carpenters and Joiners. Branch 2.
61	San Francisco ---	Amalgamated Society of Carpenters and Joiners. Branch 3.
62	San Francisco ---	Amalgamated Society of Carpenters and Joiners. Branch 4.
63	San Francisco ---	Amalgamated Society of Carpenters and Joiners. Branch 5.
64	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 22.
65	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 95.
66	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 304.
67	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 766.
68	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 483.
69	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 616.
70	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 1082.
71	San Francisco ---	United Brotherhood of Carpenters and Joiners of America, No. 1640.
72	San Jose -----	United Brotherhood of Carpenters and Joiners of America, No. 316.
73	Santa Barbara --	United Brotherhood of Carpenters and Joiners of America, No. 1062.
74	Santa Rosa -----	United Brotherhood of Carpenters and Joiners of America, No. 751.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Carpenters -----	Male	Day	\$5 00	8	*44	47
Mill hands -----	Male	Day	4 50	8	*44	
Carpenters -----	Male	Hour	50	8	44	48
Carpenters -----	Male	Day	4 00	8	44	49
Carpenters -----	Male	Day	4 00	8	48	50
Carpenters -----	Male	Day	4 50	8	48	51
Carpenters -----	Male	Day	4 00	8	48	52
Carpenters -----	Male	Hour	50	8	48	53
Carpenters -----	Male	Day	5 00	8	44	54
Carpenters -----	Male	Day	5 00	8	44	55
Cabinet makers -----	Male	Day	4 50	8	48	
Mill hands -----	Male	Day	3 50-5 00	8	46	
Carpenters -----	Male	Hour	50	8	44	56
Carpenters -----	Male	Hour	50	8	44	57
Carpenters -----	Male	Hour	50	8	44	58
Carpenters -----	Male	Day	5 00	8	44	59
Carpenters -----	Male	Day	5 00	8	44	60
Carpenters -----	Male	Day	5 00	8	44	61
Carpenters -----	Male	Day	5 00	8	44	62
Carpenters -----	Male	Day	5 00	8	44	63
Carpenters -----	Male	Day	5 00	8	44	64
Carpenters -----	Male	Day	5 00	8	44	65
Carpenters -----	Male	Day	5 00	8	44	66
Millwrights -----	Male	Day	5 00	8	44	67
Carpenters -----	Male	Day	5 00	8	44	68
Foremen carpenters -----	Male	Day	6 00	8	44	
Stairbuilders -----	Male	Day	5 50	8	44	69
Carpenters -----	Male	Day	5 00	8	44	70
Carpenters -----	Male	Hour	62½	8	44	71
Carpenters -----	Male	Day	*5 00	8	44	72
Mill hands -----	Male	Day	3 50-4 00	8	48	
Carpenters -----	Male	Hour	*50	8	48	73
Carpenters -----	Male	Day	4 00	8	48	74

*Hours reduced from 48 per week since January 1, 1912.

*Wages increased from \$4.40 per day since January 1, 1912.

*January, 1913. Wages increased from \$0.43½ per hour.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Carpenters and Joiners—Continued.</i>		
75	Stockton	United Brotherhood of Carpenters and Joiners of America, No. 266.
76	Vallejo	United Brotherhood of Carpenters and Joiners of America, No. 180.
77	Watsonville	United Brotherhood of Carpenters and Joiners of America, No. 771.
78	Woodland	United Brotherhood of Carpenters and Joiners of America, No. 1381.
<i>Cement Workers—</i>		
79	Bakersfield	American Brotherhood of Cement Workers, No. 130.....
80	Los Angeles	American Brotherhood of Cement Workers, No. 3.....
81	Oakland	American Brotherhood of Cement Workers, No. 19.....
82	Richmond	American Brotherhood of Cement Workers, No. 138.....
83	Sacramento	American Brotherhood of Cement Workers, No. 12.....
84	San Diego	American Brotherhood of Cement Workers, No. 152.....
85	San Francisco ...	American Brotherhood of Cement Workers, No. 1.....
86	San Jose	American Brotherhood of Cement Workers, No. 5.....
87	Vallejo	American Brotherhood of Cement Workers, No. 160.....
<i>Dredgemen and Steam Shovel Men—</i>		
88	San Francisco ...	Associated Union of Steam Shovel Men, No. 2.....
89	San Francisco ...	International Brotherhood of Steam Shovel and Dredgemen, No. 29.
<i>Electrical Workers—</i>		
90	Fresno	International Brotherhood of Electrical Workers of America, No. 100.
91	Los Angeles	International Brotherhood of Electrical Workers of America, No. 61.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Carpenters -----	Male	Day	\$4 40	8	44	75
Carpenters -----	Male	Day	¹¹ 5 00	8	¹² 44	76
Carpenters -----	Male	Day	¹² 4 50	8	48	77
Carpenters -----	Male	Day	¹⁴ 4 00	¹⁵ 8	48	78
Finishers -----	Male	Day	5 00	8	48	79
Finishers, helpers -----	Male	Day	4 00	8	48	
Laborers -----	Male	Day	3 00	8	48	
Finishers -----	Male	Day	5 00	8	48	80
Laborers -----	Male	Day	3 00	8	48	
Finishers -----	Male	Hour	75	8	44	81
Finishers, helpers -----	Male	Hour	⁶⁶ 4	8	44	
Laborers -----	Male	Hour	50	8	44	
Finishers -----	Male	Day	¹⁴ 6 00	8	48	82
Finishers, helpers -----	Male	Day	¹⁷ 5 00	8	48	
Laborers -----	Male	Day	¹⁸ 4 00	8	48	
Finishers -----	Male	Day	5 00	8	44	83
Laborers -----	Male	Day	3 60	8	44	
Finishers -----	Male	Hour	⁵⁶ 4	8	48	84
Finishers, helpers -----	Male	Hour	43	8	48	
Finishers -----	Male	Day	6 00	8	44	85
Finishers, helpers -----	Male	Day	5 00	8	44	
Laborers -----	Male	Day	4 00	8	44	
Finishers -----	Male	Day	5 00	8	44	86
Laborers -----	Male	Day	3 50	8	44	
Finishers -----	Male	Day	6 00	8	48	87
Laborers -----	Male	Day	3 50	8	48	
Cranesmen -----	Male	Month	\$110 and b'r'd	10	60	88
Engineers -----	Male	Month	150 and b'r'd	10	60	
Firemen -----	Male	Month	75 and b'r'd	10	60	
Cranesmen -----	Male	Month	135 00	9	54	89
Engineers -----	Male	Month	175 00	9	54	
Firemen -----	Male	Month	100 00	9	54	
Inside wiremen -----	Male	Day	4 50	8	44	90
Groundmen -----	Male	Day	2 50	8	48	91
Inside wiremen -----	Male	Day	4 00	8	48	
Fixture hangers -----	Male	Day	3 75	8	48	
Helpers -----	Male	Day	2 50	8	48	
Linemen -----	Male	Day	3 75	8	48	

¹¹April 1, 1912. Wages increased from \$4.50 per day.¹²April 1, 1912. Hours reduced from 48 per week.¹³Wages increased from \$4.00 per day since January 1, 1912.¹⁴June 1, 1913. Wages increased from \$3.50 per day.¹⁵June 1, 1913. Hours reduced from 9 per day.¹⁶Wages increased from \$5.00 per day since January 1, 1912.¹⁷Wages increased from \$4.00 per day since January 1, 1912.¹⁸Wages increased from \$3.00 per day since January 1, 1912.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Electrical Workers—Continued.</i>		
92	Los Angeles ----	International Brotherhood of Electrical Workers of America, No. 370.
93	Oakland -----	International Brotherhood of Electrical Workers of America, No. 283.
94	Oakland -----	International Brotherhood of Electrical Workers of America, No. 595.
95	Pasadena -----	International Brotherhood of Electrical Workers of America, No. 560.
96	San Diego -----	International Brotherhood of Electrical Workers of America, No. 465.
97	San Francisco ---	International Brotherhood of Electrical Workers of America, No. 6.
98	San Francisco ---	International Brotherhood of Electrical Workers of America, No. 151.
99	San Francisco ---	International Brotherhood of Electrical Workers of America, No. 404.
100	San Francisco ---	International Brotherhood of Electrical Workers of America No. 537.
101	San Jose -----	International Brotherhood of Electrical Workers of America, No. 250.
102	San Mateo -----	International Brotherhood of Electrical Workers of America, No. 617.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Telephone men	Male	Day	\$3 75	8	48	92
Electric light men.....	Male	Day	^{1a} 4 50	8	^{2a} 44	93
Street car work.....	Male	Day	4 25	9	54	
Telephone men	Male	Day	4 00	8	48	
Wiremen, journeymen	Male	Day	5 00	8	44	94
Wiremen, apprentices	Male	Day	2 00-4 00	8	44	
Inside wiremen	Male	Day	3 75	8	44	95
Cable splicers	Male	Day	^{2a} 4 75	8	48	96
Fixture men	Male	Day	^{2a} 4 00	8	44	
Inside wiremen	Male	Day	^{2a} 4 00	8	44	
Linemen, electric light.....	Male	Day	4 00	9	54	
Linemen, telephone	Male	Day	^{2a} 4 00	8	48	
Power, station men.....	Male	Day	4 00	9	54	
Telephone switchboard men...	Male	Day	^{2a} 4 00	8	48	
Inside wiremen	Male	Day	5 00	8	44	97
Inside wiremen, helpers.....	Male	Day	2 75	8	44	
Outside men, electric light....	Male	Day	4 75-5 50	8	^{2a} 44	98
Outside men, telephone.....	Male	Day	4 00	8	48	
Repair men, telephone.....	Male	Day	4 00	8	48	
Station men, electric light....	Male	Day	3 00-4 00	8	48	
Switchboard men, telephone...	Male	Day	4 00	8	48	
Trouble men, electric light....	Male	Day	4 00-4 50	8	48	
Fixture hangers	Male	Day	4 50	8	44	99
Cable splicers—						
(a) Electric light:						100 •
Journeymen	Male	Day	^{2b} 5 50	8	44	
Apprentices	Male	Day	4 25	8	44	
Helpers	Male	Day	^{2b} 3 25	8	44	
(b) Electric railway:						
Journeymen	Male	Day	4 50	8	48	
Apprentices	Male	Day	2 50-3 75	8	48	
Helpers	Male	Day	2 25	8	48	
(c) Telephone:						
Journeymen	Male	Day	^{2a} 4 75	8	48	
Helpers	Male	Day	^{2a} 2 25-2 75	8	48	
Fixture men	Male	Day	4 00-5 00	8	48	101
Inside wiremen	Male	Day	5 00	8	44	
Linemen, light and power.....	Male	Day	4 25	8-9	44-48	
Linemen, electric railway.....	Male	Day	4 00	8	48	
Station men	Male	Month	70 00-100 00	8	56	
Telephone men	Male	Day	3 75	8-9	48-54	
Telephone cable splicers.....	Male	Day	4 50	8	48	
Inside wiremen	Male	Day	5 00	8	44	102
Helpers	Male	Day	2 50-4 00	8	44	

^{1a}September, 1912. Wages increased from \$4.25 per day.^{2a}September, 1912. Hours reduced from 48 per week.^{2b}April 1, 1913. Wages increased from \$4.50 per day.^{2c}November 1, 1913. Wages increased from \$3.50 per day.^{2d}November 1, 1913. Wages increased from \$3.50 per day.^{2e}April 1, 1913. Wages increased from \$3.75 per day.^{2f}April 1, 1913. Wages increased from \$3.75 per day.^{2g}September 1, 1913. Hours reduced from 48 per week.^{2h}Wages increased from \$5.25 per day since January 1, 1912.²ⁱWages increased from \$3.00 per day since January 1, 1912.^{2j}January 1, 1913. Wages increased from \$4.50 per day.^{2k}January 1, 1913. Wages increased from \$2.25 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
1. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Electrical Workers—Continued.</i>		
103	San Rafael -----	International Brotherhood of Electrical Workers of America, No. 614.
104	Santa Barbara --	International Brotherhood of Electrical Workers of America, No. 451.
105	Vallejo -----	International Brotherhood of Electrical Workers of America, No. 184.
<i>Elevator Constructors—</i>		
106	San Francisco ---	International Union of Elevator Constructors, No. 8..
<i>Engineers, Hoisting and Portable—</i>		
107	San Francisco ---	International Union of Steam Engineers, No. 59.....
<i>House Movers—</i>		
108	Oakland -----	House Movers' Union, Journeymen, No. 14127.....
109	Sacramento -----	House Raisers and Movers, No. 12314.....
110	San Francisco ---	House Movers' Union, Journeymen, No. 14084.....
<i>Housesmiths and Bridgemen—</i>		
111	Los Angeles ---	International Association of Bridge and Structural Iron Workers, No. 51.
112	Sacramento -----	International Association of Bridge and Structural Iron Workers, No. 118.
113	San Francisco ---	International Association of Bridge and Structural Iron Workers, No. 31.
114	San Francisco ---	International Association of Bridge and Structural Iron Workers, No. 77.
<i>Lathers—</i>		
115	Fresno -----	International Union of Wood, Wire and Metal Lathers, No. 83.
116	Long Beach -----	International Union of Wood, Wire and Metal Lathers, No. 172.
117	Richmond -----	International Union of Wood, Wire and Metal Lathers, No. 343.
118	San Diego -----	International Union of Wood, Wire and Metal Lathers, No. 260.
119	San Francisco ---	International Union of Wood, Wire and Metal Lathers, No. 65.
120	San Jose -----	International Union of Wood, Wire and Metal Lathers, No. 144.
121	San Rafael -----	International Union of Wood, Wire and Metal Lathers, No. 268.
122	Vallejo -----	International Union of Wood, Wire and Metal Lathers, No. 302.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Electrical workers	Male	Day	\$5 00	8	44	103
Cable splicers	Male	Day	4 50	8	48	104
Inside wiremen	Male	Day	3 50	8	48	
Linemen, electric light	Male	Day	3 50	9	54	
Linemen, telephone	Male	Day	²¹ 4 00	8	48	
Switchboard men	Male	Day	²² 4 00	8	48	
Inside wiremen	Male	Day	4 00-4 50	8	48	105
Linemen, construction	Male	Day	4 25	8	48	
Linemen, telephone	Male	Day	4 25	8-9	48-54	
Shopmen	Male	Day	4 32	8	48	
Station men	Male	Month	70 00-100 00	8	48	
Trouble men	Male	Day	²³ 4 00	8	48	
Elevator constructors	Male	Hour	62 ¹ / ₂	8	48	106
Elevator constructors, helpers	Male	Hour	37 ¹ / ₂	8	48	
Engineers	Male	Day	6 00	8	44	107
House movers	Male	Day	5 00	8	44	108
House raisers and movers	Male	Day	4 50	8	44	109
House movers	Male	Day	5 00	8	44	110
Structural iron workers	Male	Day	4 00	8	44	111
Structural iron workers	Male	Hour	62 ¹ / ₂	8	44	112
Machinery movers	Male	Hour	62 ¹ / ₂	8	44	113
Stone derrick men	Male	Hour	²⁴ 62 ¹ / ₂	8	44	
Structural iron workers	Male	Hour	²⁵ 75	8	44	
Pile drivers and structural iron workers	Male	Day	5 00	8	48	114
Lathers	Male	Piece	Per M, 3 00	8	44	115
Lathers	Male	Piece	Av. per wk. 12 00-20 00	8	44	116
Lathers	Male	Day	5 50	8	44	117
Metal lathers	Male	Day	4 50	8	44	118
Wood lathers	Male	Piece	Per M, 2 50	8	44	
Lathers	Male	Day	6 00	8	44	119
Lathers	Male	Day	²⁶ 6 00	8	44	120
Lathers	Male	Piece	Per M, 4 00	8	44	121
Lathers	Male	Day	5 00	8	48	122

²¹January 1, 1913. Wages increased from \$3.75 per day.²²January 1, 1913. Wages increased from \$3.75 per day.²³January 1, 1913. Wages increased from \$3.75 per day.²⁴August 19, 1913. Wages increased from \$9.563 per hour.²⁵August 1, 1913. Wages increased from \$0.623 per hour.²⁶Wages increased from \$5.00 per day since January 1, 1912.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Painters and Decorators—</i>		
123	Bakersfield -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 314.
<i>Pavers and Rammermen—</i>		
124	Eureka -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 1034.
125	Fresno -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 294.
126	Hanford -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 594.
127	Los Angeles ----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 267.
128	Los Angeles ----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 350.
129	Los Angeles ----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 831.
130	Marysville -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 146.
131	Oakland -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 127.
132	Palo Alto -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 388.
133	Riverside -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 780.
134	San Diego -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 333.
135	San Francisco ---	Brotherhood of Painters, Decorators and Paperhangers of America, No. 19.
136	San Francisco ---	Brotherhood of Painters, Decorators and Paperhangers of America, No. 510.
137	San Francisco ---	Brotherhood of Painters, Decorators and Paperhangers of America, Painters' Auxiliary, Apprentices.
138	San Jose -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 507.
139	San Pedro -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 949.
140	Santa Barbara--	Brotherhood of Painters, Decorators and Paperhangers of America, No. 715.
141	Santa Rosa ----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 364.
142	Stockton -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 274.
143	Vallejo -----	Brotherhood of Painters, Decorators and Paperhangers of America, No. 376.
144	San Francisco ---	International Union of Pavers, Rammermen, Flag Layers, Bridge and Curb Setters, No. 18.
145	San Francisco ---	International Union of Pavers, Rammermen, Flag Layers, Bridge and Curb Setters, No. 26.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Glaziers -----	Male	Day	\$5 00	8	44	123
Painters -----	Male	Day	⁷⁵ 5 00	8	²⁸ 44	
Paperhangers -----	Male	Day	⁷⁵ 5 00	8	²⁸ 44	
Sign writers -----	Male	Day	5 50	8	²⁸ 44	
Painters -----	Male	Day	4 50	8	48	124
Painters -----	Male	Day	4 50	8	44	125
Painters -----	Male	Hour	50	†	†	126
Painters and decorators -----	Male	Day	3 50	8	48	127
Painters and paperhangers -----	Male	Day	3 50	8	48	128
Pictorial painters -----	Male	Day	6 00	8	44	129
Sign painters -----	Male	Day	5 00	8	48	130
Painters -----	Male	Day	4 00	9	54	
Painters, decorators, etc. -----	Male	Day	4 75	8	44	131
Painters -----	Male	Day	4 00	8	44	132
Paperhangers -----	Male	Day	4 50	8	44	
Painters -----	Male	Day	3 50	8	48	133
Paperhangers -----	Male	Day	3 50	8	48	
Decorators -----	Male	Day	4 50	8	44	134
Painters -----	Male	Day	4 00	8	44	
Painters -----	Male	Day	4 50	8	44	135
Paperhangers -----	Male	Day	4 50	8	44	
Helpers, general -----	Male	Day	4 00	8	44	136
Pictorial painters -----	Male	Day	6 50	8	44	
Show card writers -----	Male	Day	5 50	8	44	137
Sign hangers -----	Male	Day	4 00	8	44	
Sign writers -----	Male	Day	5 50	8	44	138
Apprentices -----	Male	Day	1 00-4 00	8	44	
Decorators -----	Male	Day	5 00	8	44	139
Grainers -----	Male	Day	6 00	8	44	
Glaziers -----	Male	Day	4 50	8	44	140
Painters -----	Male	Day	4 50	8	44	
Paperhangers -----	Male	Day	4 50	8	44	141
Painters, etc. -----	Male	Day	²⁸ 4 00	8	48	
Painters -----	Male	Day	3 50	8	48	142
Paperhangers -----	Male	Day	3 50	8	48	
Painters -----	Male	Day	4 00	8	48	143
Painters -----	Male	Hour	56 ¹	8	44	
Paperhangers -----	Male	Hour	56 ¹	8	44	144
Grainers -----	Male	Day	6 00	8	44	
Painters -----	Male	Day	4 00	8	48	145
Pavers -----	Male	Day	6 00	8	48	
Pavers -----	Male	Day	5 00	8	48	145

†Hours not reported.

⁷⁵March 12, 1913. Wages increased from \$4.50 per day.²⁸March 12, 1913. Hours reduced from 48 per week.²⁸August 1, 1913. Wages increased from \$3.50 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Plasterers—</i>		
146	Marysville -----	Operative Plasterers' International Association, No. 504
147	Modesto -----	Operative Plasterers' International Association, No. 42
148	Oakland -----	Operative Plasterers' International Association, No. 112
149	Pasadena -----	Operative Plasterers' International Association, No. 194
150	Pomona -----	Operative Plasterers' International Association, No. 468
151	San Francisco ----	Operative Plasterers' International Association, No. 66
152	San Francisco ----	Operative Plasterers' International Association, No. 455
153	San Francisco ----	Operative Plasterers' International Association, No. 460
154	Santa Barbara ----	Operative Plasterers' International Association, No. 341
<i>Plumbers, Gas and Steam Fitters—</i>		
155	Bakersfield -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 460.
156	Fresno -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 246.
157	Hanford -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 262.
158	Lodi -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 330.
159	Long Beach -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 494.
160	Los Angeles -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 78.
161	Modesto -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 25.
162	Monterey -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 62.
163	Oakland -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 444.
164	Pasadena -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 280.
165	Richmond -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 436.
166	Richmond -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 310.
167	Sacramento -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 447.
168	San Bernardino -	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Plasterers	Male	Day	\$7 00	8	48	146
Plasterers	Male	Day	6 00	8	48	147
Plasterers	Male	Day	7 00	8	44	148
Plasterers	Male	Day	6 00	8	44	149
Plasterers	Male	Day	5 00	8	48	150
Plasterers	Male	Day	7 00	8	44	151
Modelers and sculptors	Male	Day	7 00-12 00	8	44	152
Plaster casting makers	Male	Hour	65-75	8	44	153
Plasterers	Male	Day	6 00	8	48	154
Plumbers and steam fitters	Male	Day	6 00	8	44	155
Plumbers	Male	Day	5 50	8	44	156
Plumbers and Gas Fitters	Male	Day	5 00	8	48	157
Plumbers	Male	Day	4 00	8	44	158
Plumbers, etc.	Male	Day	5 00	8	44	159
Plumbers, gas and steamfitters	Male	Day	4 50	8	48	160
Plumbers	Male	Week	27 00	8	48	161
Plumbers, gas and steamfitters	Male	Day	5 00	8	44	162
Plumbers, gas and sprinkler fitters	Male	Day	6 00	8	44	163
Plumbers, gas and steamfitters	Male	Day	5 00	8	44	164
Plumbers, gas and steamfitters, apprentices	Male	Day	4 00	8	44	
Plumbers	Male	Hour	50	8	48	165
Steamfitters	Male	Hour	50	8	48	
Steamfitters, helpers	Male	Hour	34 5/9	8	48	
Plumbers	Male	Day	5 50	8	44	166
Plumbers, gas, steam and sprinkler fitters	Male	Day	6 00	8	44	167
Fitters' helpers	Male	Day	3 00	8	44	
Plumbers, apprentices	Male	Day	4 50	8	44	
Plumbers	Male	Week	27 00	8	48	168

*October 3, 1913. Wages increased from \$5.50 per day.

*January 11, 1913. Wages increased from \$5.00 per day.

*May 1, 1913. Hours reduced from 48 per week.

*May 1, 1913. Wages increased from \$4.50 per day.

*January 1, 1913. Hours reduced from 48 per week.

*August 1, 1913. Wages increased from \$4.50 per day.

*August 1, 1913. Hours reduced from 48 per week.

*January 1, 1913. Wages increased from \$5.50 per day.

*January 1, 1913. Wages increased from \$4.00 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Plumbers, Gas and Steam Fitters—Continued.</i>		
169	San Francisco ---	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 141.
170	San Francisco ---	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 442.
171	San Francisco ---	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 590.
172	San Jose -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 393.
173	Vallejo -----	United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters and Steam Fitters' Helpers of the United States and Canada, No. 545.
<i>Roofers, Composition—</i>		
174	Los Angeles ----	International Brotherhood of Composition Roofers, Damp and Waterproof Workers of the United States and Canada, No. 21.
175	San Francisco --	International Brotherhood of Composition Roofers, Damp and Waterproof Workers of the United States and Canada, No. 25.
<i>Roofers, Slate and Tile—</i>		
176	San Francisco ---	International Slate and Tile Workers of America, No. 8
<i>Sheet Metal Workers—</i>		
177	Bakersfield -----	Amalgamated Sheet Metal Workers' International Alliance, No. 369.
178	Los Angeles -----	Amalgamated Sheet Metal Workers' International Alliance No. 108.
179	Los Angeles -----	Amalgamated Sheet Metal Workers' International Alliance, No. 340.
180	Oakland -----	Amalgamated Sheet Metal Workers' International Alliance, No. 216.
181	Sacramento -----	Amalgamated Sheet Metal Workers' International Alliance, No. 162.
182	San Francisco ---	Amalgamated Sheet Metal Workers' International Alliance, No. 104.
183	Stockton -----	Amalgamated Sheet Metal Workers' International Alliance, No. 283.
<i>Shinglers—</i>		
184	Los Angeles -----	Los Angeles Shinglers Union, No. 2-----
<i>Steam and Hot Water Fitters—</i>		
185	San Francisco ---	International Association of Steam, Hot Water and Power Pipe Fitters and Helpers of America, No. 46.
186	San Francisco ---	Gas Appliance and Stove Fitters, No. 12432-----

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rate	On first 5 days	Weekly	
Steam and sprinkler fitters	Male	Day	\$3 00	8	44	169
Plumbers, gas and sprinkler fitters	Male	Day	6 00	8	44	170
Steamfitters	Male	Day	4 00	8	44	171
Plumbers, gas and steamfitters	Male	Day	6 00	8	44	172
Plumbers	Male	Day	5 00	8	48	173
Roofers	Male	Day	3 00	8	48	174
Roofers, helpers	Male	Day	2 25	8	48	
Roofers	Male	Day	6 00	8	^a 44	175
Roofers	Male	Day	5 00	8	44	176
Sheet metal workers	Male	Day	^a 5 50	8	^a 44	177
Sheet metal workers	Male	Hour	56 ¹ / ₂	8	44	178
Sheet metal workers	Male	Hour	37 ¹ / ₂ -40	9	54	179
Sheet metal workers, helpers	Male	Hour	27 ¹ / ₂ -30	9	54	
Sheet metal workers	Male	Day	5 50	8	44	180
Sheet metal workers	Male	Hour	62 ¹ / ₂	8	44	181
Sheet metal workers	Male	Day	^a 5 50	8	44	182
Sheet metal workers	Male	Day	^a 5 50	8	44	183
Shinglers	Male	Day	4 00	8	48	184
Steamfitters	Male	Day	4 00	8	48	185
Steamfitters, helpers	Male	Day	3 00	8	48	
Fitters	Male	Day	4 00	8	48	186

^aNovember, 1913. Hours reduced from 48 per week.^aNovember, 1913. Wages increased from \$5.00 per day.^aNovember, 1913. Hours reduced from 48 per week.^aWages increased from \$5.00 per day since January 1, 1912.^aMay 1, 1913. Wages increased from \$5.00 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
I. Building, Stone Working, etc.—Continued.		
(b) BUILDING AND PAVING TRADES—Continued.		
<i>Tilelayers—</i>		
187	Los Angeles	International Ceramic, Mosaic and Encaustic Tile Layers and Helpers' Union, No. 24.
188	San Francisco ...	International Ceramic, Mosaic and Encaustic Tile Layers and Helpers' Union, No. 70.
189	San Francisco ...	International Ceramic, Mosaic and Encaustic Tile Layers and Helpers' Union, No. 48.
<i>Varnishers and Polishers—</i>		
190	San Francisco ...	Brotherhood of Painters, Decorators and Paperhangers of America, No. 134.
(c) BUILDING AND STREET LABOR.		
<i>Bricklayers, Masons and Plasterers' Laborers—</i>		
191	Los Angeles	International Hod Carriers and Building Laborers' Union of America, No. 300.
192	San Francisco ...	Laborers' Protective Benevolent Association of Hod Carriers.
193	San Rafael	International Hod Carriers and Building Laborers' Union of America, No. 291.
194	Santa Rosa	International Hod Carriers and Building Laborers' Union of America, No. 139.
195	Stockton	International Hod Carriers and Building Laborers' Union of America, No. 73.
<i>General Building and Street Laborers—</i>		
196	Los Angeles	Building Laborers' International Protective Union, No. 1.
197	San Francisco ...	United Laborers' Union of San Francisco, No. 12992....
II. Transportation.		
(a) RAILWAYS.		
<i>Car Workers—</i>		
198	Los Angeles	Brotherhood of Railway Carmen of America, No. 410...
199	Richmond	Brotherhood of Railway Carmen of America, No. 123...
200	San Bernardino and vicinity.	Brotherhood of Railway Carmen of America, No. 128...
<i>Conductors—</i>		
201	Sacramento	Order of Railway Conductors of America, No. 195.....
202	San Francisco ...	Order of Railway Conductors of America, No. 115.....
203	San Rafael	Order of Railway Conductors of America, No. 532.....
204	Stockton	Order of Railway Conductors of America, No. 367.....

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Tilelayers	Male	Day	⁵⁴ \$5 00	8	48	187
Tilelayers, helpers	Male	Day	⁵² 2 75	8	48	
Tilelayers, helpers	Male	Day	2 50	8	44	188
Tilelayers	Male	Day	6 00	8	44	189
Varnishers	Male	Day	4 00	8	44	190
Brick wheelers	Male	Day	2 75	8	44	191
Hod carriers	Male	Day	4 50	8	44	
Mortar and hod men	Male	Day	3 50	8	44	
Plasterers	Male	Day	6 00	8	44	
Bricklayers and plasterers, helpers	Male	Day	5 00	8	44	192
Hod carriers	Male	Day	4 00	8	44	
Hod carriers	Male	Day	⁵⁵ 5 00	8	44	193
Laborers	Male	Day	⁵⁷ 2 90	8	48	
Hod carriers	Male	Day	4 00	8	48	194
Hod carriers	Male	Day	4 00	8	44	195
Plasterers laborers	Male	Day	4 50	8	48	196
Mortar men	Male	Day	3 25	8	48	
Brick and mortar wheelers	Male	Day	2 75	8	48	
Carpenters, helpers	Male	Day	2 50	8	48	197
Excavators	Male	Day	2 50	8	48	
Street, sewer and park laborers	Male	Day	3 00	8	48	
Car workers	Male	Hour	20-30	9	63	198
Car workers	Male	Hour	25-29	8	48	199
Car workers	Male	Hour	⁵⁵ 25-32	9	54-59	200
Conductors, freight	Male	Month	130 90-139 15	\$	\$	201
Conductors, passenger	Male	Month	134 20-165 00	\$	\$	
Conductors, freight	Male	Month	139 50	\$	\$	202
Conductors, passenger	Male	Month	152 90-165 00	\$	\$	
Conductors	Male	Month	⁵⁵ 120-156	\$	\$	203
Conductors, freight	Male	Month	4 40	\$	\$	204
Conductors, passenger	Male	Month	165 00	\$	\$	

⁵⁴January 1, 1913. Wages increased from \$4.50 per day.⁵⁵January 1, 1913. Wages increased from \$2.25 per day.⁵⁶Wages increased from \$4.50 per day since January 1, 1912.⁵⁷Wages increased from \$2.50 per day since January 1, 1912.⁵⁸Wages increased from \$0.234—0.274 per hour since January 1, 1912.⁵⁹October 1, 1913. Wages increased from \$112.50—150.00 per month.⁶⁰100 miles or 10 hours.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
II. Transportation—Continued.		
(a) RAILWAYS.		
<i>Engineers, Locomotive—</i>		
205	Bakersfield and vicinity	International Brotherhood of Locomotive Engineers, No. 126.
206	Los Angeles	International Brotherhood of Locomotive Engineers, No. 5.
207	Sacramento	International Brotherhood of Locomotive Engineers, No. 110.
208	San Bernardino..	International Brotherhood of Locomotive Engineers, No. 398.
<i>Firemen and Engineers, Locomotive—</i>		
209	Dunsmuir	Brotherhood of Locomotive Firemen and Enginemen, No. 312.
210	Eureka	Brotherhood of Locomotive Firemen and Enginemen, No. 239.
211	Roseville	Brotherhood of Locomotive Firemen and Enginemen, No. 58.
<i>Street Railway Employees—</i>		
212	Oakland	Amalgamated Association of Street and Electric Railway Employees of America, No. 192.
213	Sacramento	Amalgamated Association of Street and Electric Railway Employees of America, No. 256.
214	San Francisco ...	Amalgamated Association of Street and Electric Railway Employees of America, No. 518.
<i>Trainmen, Road and Yard—</i>		
215	Bakersfield	Brotherhood of Railroad Trainmen, No. 73.....
216	Fresno	Brotherhood of Railroad Trainmen, No. 420.....
217	Los Angeles	Brotherhood of Railroad Trainmen, No. 808.....
218	Needles	Brotherhood of Railroad Trainmen, No. 430.....
219	San Francisco ...	Brotherhood of Railroad Trainmen, No. 198.....
220	San Francisco ...	Brotherhood of Railroad Trainmen, No. 846.....
221	Tracy	Brotherhood of Railroad Trainmen, No. 849.....

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Engineers -----	Male	\$	\$	\$	\$	205
Engineers -----	Male	\$	\$	\$	\$	206
Engineers -----	Male	\$	\$	\$	\$	207
Engineers -----	Male	\$	\$	\$	\$	208
Engineers -----	Male	Month	\$175 00	\$	\$	209
Firemen -----	Male	Month	125 00	\$	\$	
Engineers -----	Male	\$	\$	\$	\$	210
Firemen -----	Male	\$	\$	\$	\$	
Firemen -----	Male	\$	\$	\$	\$	211
Motormen and conductors----	Male	Hour	30-42	10	60	212
Motormen and conductors----	Male	Hour	29-32	9-10	65-70	213
Motormen and conductors----	Male	No scale of hours or wages.				214
Trainmen -----	Male	Month	110 00 av.	10	70	215
Brakemen, freight -----	Male	Month	104 60 av.	†	†	216
Brakemen, passenger -----	Male	Month	99 50 av.	†	†	
Conductors, freight -----	Male	Month	131 90 av.	†	†	
Conductors, passenger -----	Male	Month	146 30-165 00	†	†	
Switchmen -----	Male	Hour	37-39	10	70	217
Yardforemen -----	Male	Hour	40-42	10	70	
Yardmasters -----	Male	Month	140 00-170 00	10	70	
Brakemen -----	Male	100 mi.	3 70	not o	ver 16	218
Conductors -----	Male	100 mi.	4 86	not o	ver 16	
Switchmen -----	Male	Hour	37-42	not o	ver 16	
Yardmasters -----	Male	Month	150 00	not o	ver 16	
Switchmen -----	Male	Hour	37-39	10	70	219
Yardforemen -----	Male	Hour	40-42	10	70	
Yardmasters -----	Male	Month	140 00-145 00	10	70	
Brakemen, freight -----	Male	Month	92 45	No scale		220
Brakemen, passenger -----	Male	Month	104 00	No scale		
Baggagemen -----	Male	Month	106 75	No scale		
Brakemen, freight -----	Male	Month	104 05	not o	ver 16	221
Brakemen, passenger -----	Male	Month	92 95	not o	ver 16	
Conductors -----	Male	Month	131 90-165 00	not o	ver 16	
Yardforemen -----	Male	Hour	37-39	not o	ver 16	
Switchmen -----	Male	Hour	34-36	not o	ver 16	

†In railroad train service wages are usually paid by the mile or trip and working time is either not specified at all or is fixed only to the extent of a stipulation that a certain number of miles or trips shall be regarded as a "day's work." The word "day" in connection with these trades, therefore, is used only in a technical sense, being equivalent to the number of miles or trips ordinarily made in a calendar day or stipulated as a "day's" work by agreement.

‡Hours irregular.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
II. Transportation—Continued.		
(b) NAVIGATION.		
		<i>Cooks and Stewards, Marine—</i>
222	San Francisco ---	International Seamen's Union of America.....
		<i>Engineers, Marine—</i>
223	San Francisco ---	Marine Engineers' Beneficial Association, No. 35.....
224	San Francisco ---	International Union of Steam Engineers, No. 471.....
		<i>Firemen, Oilers and Watertenders, Marine—</i>
225	San Francisco ---	International Seamen's Union of America.....
		<i>Masters, Mates and Pilots—</i>
226	San Francisco ---	American Association of Masters, Mates and Pilots. No. 40.
227	San Francisco ---	California Harbor Masters, Mates and Pilots of Ocean Vessels.
		<i>Seamen—</i>
228	San Francisco ---	International Seamen's Union of America.....
229	San Francisco ---	Bay and River Steamboatmen's Union.....
(c) TEAMING AND CAB DRIVING.		
		<i>Building Material Drivers—</i>
230	Oakland -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 577.
231	Sacramento -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers.
232	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 216.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Cooks -----	Male	Month	\$75 00	9-12	†	222
Cooks, second -----	Male	Month	35 00-60 00	9-12	†	
Walters -----	Male	Month	30 00	10 at sea 9 in port	†	
Engineers, chief -----	Male	Month	135 00-200 00	8-12	†	223
Engineers, assistant -----	Male	Month	70 00-135 00	8-12	†	
Engineers, gasoline -----	Male	Month	90 00-110 00	10	70	224
Operators, gasoline -----	Male	Month	70 00-100 00	10	70	
Firemen, oilers, watertenders -----	Male	Month	55 00-65 00	9-12	†	225
Masters, bay and river -----	Male	Month	125 00-200 00	12	84	226
Mates, bay and river -----	Male	Month	95 00-115 00	12	84	
Pilots, bay and river -----	Male	Month	125 00	12	84	
Masters -----	Male	Month	100 00-200 00	9-12	†	227
Mates -----	Male	Month	170 00-135 00	9-12	†	
Pilots -----	Male	Month	110 00-115 00	9-12	†	
Seamen, coastwise steam -----	Male	Month	50 00-55 00	9	54	228
Seamen, coastwise sail -----	Male	Month	45 00-50 00	9	54	
Seamen, offshore steam -----	Male	Month	40 00-50 00	9	54	
Seamen, offshore sail -----	Male	Month	30 00-40 00	9	54	
Deckhands -----	Male	Month	30 00-60 00	9-12	†	229
Deckboys -----	Male	Month	50 00	†	†	
Firemen -----	Male	Month	55 00	9-12	†	
Oilers -----	Male	Month	55 00	9-12	†	
Lumber teamsters -----	Male	Day	3 25-5 00	9	54	230
Brick, rock, etc., teamsters -----	Male	Day	3 00-5 00	9	54	
Team owners -----	Male	Day	6 00-10 00	9	54	
Automobile drivers -----	Male	Day	4 00-4 50	9	54	
Helpers on machines -----	Male	Day	3 00-3 50	9	54	
Lumber handlers, teamsters -----	Male	Day	2 50-3 00	9	54	231
Chauffeurs -----	Male	Day	3 00-4 00	9	54	
Teamsters, one and two horse -----	Male	Day	3 00-3 50	10	60	232
Teamsters, four horse -----	Male	Day	3 50-4 00	10	60	
Teamsters, six horse -----	Male	Day	4 00-4 50	10	60	
Drivers, auto truck -----	Male	Day	4 00	10	60	
Team owners -----	Male	Day	6 00	10	60	

†Hours irregular.

*November, 1912. Scale of wages and hours secured.

*In 1913 wages increased from \$50.00—100.00 per month.

*March 3, 1913. Scale of hours secured.

*July, 1912. Wages increased from \$45.00—55.00 per month.

*July, 1912. Wages increased from \$30.00 per month.

*July, 1912. Wages increased from \$50.00 per month.

*July, 1912. Wages increased from \$50.00 per month.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
II. Transportation—Continued.		
(c) TEAMING AND CAB DRIVING—Continued.		
<i>Cabmen and Coach Drivers—</i>		
233	Los Angeles -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 208.
234	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 265.
235	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 238.
236	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 404.
<i>Delivery Wagon Drivers—</i>		
237	Sacramento -----	Bakery and Confectionery Workers' International Union of America.
238	San Francisco ---	Bakery and Confectionery Workers' International Union of America.
239	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 278.
<i>Ice Handlers—</i>		
240	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 519.
<i>Milk Wagon Drivers—</i>		
241	Oakland -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 298.
242	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 226.
<i>Team Drivers—</i>		
243	Oakland -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 70.
244	San Diego -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 195.
245	San Francisco ---	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 85.
246	San Rafael -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 694.
247	Santa Rosa -----	International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, No. 417.
(d) FREIGHT HANDLING.		
<i>Furniture Handlers—</i>		
248	San Francisco ---	Furniture Handlers' Union, No. 12993.....
<i>Longshoremen—</i>		
249	Crockett -----	International Longshoremen's Association, No. 38-39...
250	San Pedro -----	International Longshoremen's Association, No. 38-18...
<i>Riggers and Stevedores—</i>		
251	San Francisco ---	Riggers and Stevedores' Union, No. 38-33.....
<i>Transfer Messengers—</i>		
252	San Francisco ---	Baggage Messengers and Transferers' Union, No. 10167..

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rate	On first 5 days	Weekly	
Teamsters	Male	Day	\$2 50	12	72	233
Chauffeurs	Male	Day	3 50	12	84	234
Garage help	Male	Day	2 50-3 50	9	63	
Stablemen and hostlers.....	Male	Day	3 00	11	77	235
Stablemen and hostlers.....	Male	Week	21 00	12	84	236
Drivers	Male	Week	18 00	10 av.	62 av.	237
Drivers	Male	Week	21 00	10	62	238
Drivers, team	Male	Week	15 00-21 00	10	60	239
Drivers, automobile	Male	Day	3 50	10	60	
Ice handlers	Male	Month	95 00	10-11	60-66	240
Ice handlers, helpers.....	Male	Day	3 00	10-11	60-66	
Drivers	Male	Month	90 00	9	54	241
Drivers	Male	Month	75 00-100 00	9	54	242
Teamsters	Male	Day	3 00-3 50	11	66	243
Teamsters, helpers	Male	Day	3 00	10	60	
Teamsters, general	Male	Day	2 50	9	54	244
Teamsters, truck	Male	Day	2 75	9	54	
Chauffeurs	Male	Day	3 00	9	54	
Teamsters, one horse.....	Male	Day	2 00-3 00	10	60	245
Teamsters, two horse.....	Male	Day	2 50-3 50	10	60	
Teamsters, four horse.....	Male	Day	3 50-4 00	10	60	
Teamsters, six horse.....	Male	Day	4 00-4 50	10	60	
Teamsters	Male	Day	2 75-4 50	8-9	48-54	246
Teamsters	Male	Day	2 00-3 50	8-9	48-54	247
Furniture handlers	Male	Day	3 00	8	48	248
Longshoremen	Male	Hour	35	9	†	249
Longshoremen	Male	Hour	50	9	†	250
Stevedores and coal handlers.	Male	Hour	50-55	†	†	251
Baggage messengers	Male	Week	20 00	12	†	252

†Hours irregular.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
III. Clothing and Textiles.		
(a) GARMENTS.		
<i>Cloak and Suit Makers—</i>		
253	San Francisco ---	International Ladies' Garment Workers' Union, No. 1.
<i>Shirt and Overall Workers—</i>		
254	Napa -----	United Garment Workers of America, No. 137.
255	Los Angeles -----	United Garment Workers of America.
256	San Francisco ---	United Garment Workers of America, No. 45.
257	San Francisco ---	United Garment Workers of America, No. 131.
<i>Tailors—</i>		
258	Los Angeles -----	Journeyman Tailors' Union of America, No. 81.
259	Oakland -----	Journeyman Tailors' Union of America, No. 266.
260	San Diego -----	Journeyman Tailors' Union of America, No. 277.
261	San Francisco ---	Journeyman Tailors' Union of America, No. 2.
262	San Francisco ---	Journeyman Tailors' Protective Union.
(b) LAUNDRY WORKERS.		
<i>Laundry Workers—</i>		
263	Bakersfield -----	Laundry Workers' International Union, No. 175.
264	Sacramento -----	Laundry Workers' International Union, No. 75.
265	San Francisco ---	Laundry Workers' International Union, No. 26.
266	San Jose -----	Laundry Workers' International Union, No. 33.
267	Stockton -----	Laundry Workers' International Union, No. 72.
(c) HATS AND CAPS.		
<i>Hat and Cap Workers—</i>		
268	Los Angeles -----	United Hatters of North America, No. 22.
269	San Francisco ---	United Hatters of North America, No. 23.
270	San Francisco ---	International Cloth Hat and Cap Makers of America. No. 9.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Makers -----	Male	Week	\$16-28 av.	8	48	253
Makers -----	Female	Week	16-20 av.	8	48	
Finishers -----	Female	Week	5-15 av.	8	48	
Cutters -----	Male	Week	\$7 22 60	8½	**48	254
Garment workers -----	Female	Piece	7 50-11 00	8	**45½	
			Av. per wk.			
Cutters -----	Male	Week	24 00	8	48	255
Apprentices -----	Male	Week	12 60	8	48	
Operators -----	Female	Piece	Av. wk. 9 00	8	48	
Cutters -----	Male	Day	3 75	8½	48	256
Shirt and overall workers -----	Male	Piece	*	†	48	257
Tailors -----	Male	Piece	12 00-22 00	†	†	258
			Av. per wk.			
Tailors -----	Female	Piece	*	†	†	
Tailors -----	Male	Piece	*	No scale		259
Tailors -----	Male	Week	10 00-35 00	8-9	48-54	260
Tailors -----	Male	Piece	*	†	†	
Tailors -----	Female	Piece	*	8	48	
Tailors -----	Male	Week	18 00-25 00	8	48	261
Tailors -----	Female	Week	10 50-18 00	8	48	
Tailors -----	Male	Piece	22 00-24 00	No scale		262
			Av. per wk.			
Laundry workers -----	Male	Week	12 00-18 00	9	54	263
Laundry workers -----	Female	Week	8 00-15 00	8	48	
Machine hands -----	M. & F.	Week	10 00-15 00	8	46-48	264
Mangle hands -----	Female	Week	9 00-10 00	8	46-48	
Washers and wringers -----	Male	Week	15 00-23 00	8	46-48	
Markers and distributors -----	M. & F.	Week	15 00-23 00	8	46-48	
Washers -----	Male	Week	15 00-22 50	†	48	265
Markers and distributors -----	Male	Week	18 00-22 50	†	48	
Laundry workers -----	Female	Week	8 00-15 00	8	48	
Washers -----	Male	Week	15 00-22 50	8	48	266
Markers and distributors -----	M. & F.	Week	15 00-22 50	8	48	
Laundry workers -----	M. & F.	Week	8 00-13 50	8	48	
Washers -----	Male	Week	15 00-20 00	8	48	267
Markers and distributors -----	Male	Week	15 00-20 00	8	48	
Laundry workers -----	M. & F.	Day	1 50-2 00	8	48	
Finishers -----	Male	Piece	Av. wk. 20 00	9	50	268
Curlers and finishers -----	Male	Piece	Av. wk. 20 00	9	50	269
Operators -----	Male	Piece	Av. wk. 25 00	8	48	270
Operators -----	Female	Piece	Av. wk. 15 00	8	48	
Trimmers -----	Female	Piece	Av. wk. 13 50	8	48	

*August, 1912. Wages increased from \$21.00 per week.

**May, 1912. Hours reduced from 50½ per week.

***May, 1912. Hours reduced from 50½ per week.

†Rates not reported.

‡Hours irregular.

§Hours not reported.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
III. Clothing and Textiles—Continued.		
(d) BOOTS, SHOES AND GLOVES.		
<i>Boot and Shoe Workers—</i>		
271	Oakland	Boot and Shoe Workers' Union, No. 324.....
272	Santa Rosa	Boot and Shoe Workers' Union, No. 446.....
<i>Glove Workers—</i>		
273	San Francisco ...	International Glove Workers' Union of America, No. 39
IV. Metals, Machinery and Shipbuilding.		
(a) IRON AND STEEL.		
<i>Architectural Iron Workers—</i>		
274	San Francisco ...	International Association of Bridge and Structural Iron Workers, No. 78.
<i>Blacksmiths—</i>		
275	Oakland	International Brotherhood of Blacksmiths and Helpers, No. 100.
276	San Francisco ...	International Brotherhood of Blacksmiths and Helpers, No. 168.
277	San Francisco ...	International Brotherhood of Blacksmiths and Helpers, No. 316.
<i>Boilermakers—</i>		
278	Los Angeles	International Brotherhood of Boilermakers and Iron Ship Builders and Helpers of America, No. 92.
279	Richmond	International Brotherhood of Boilermakers and Iron Ship Builders and Helpers of America, No. 317.
280	San Francisco ...	International Brotherhood of Boilermakers and Iron Ship Builders and Helpers of America, No. 25.
281	San Francisco ...	International Brotherhood of Boilermakers and Iron Ship Builders and Helpers of America, No. 205.
282	San Francisco ...	International Brotherhood of Boilermakers and Iron Ship Builders and Helpers of America, No. 410.
283	Vallejo	International Brotherhood of Boilermakers and Iron Ship Builders and Helpers of America, No. 148.
<i>Foundry Workers—</i>		
284	San Francisco ...	International Brotherhood of Foundry Employees, No. 8.
<i>Horseshoers—</i>		
285	Los Angeles	International Union of Journeymen Horseshoers of the United States and Canada, No. 124.
286	Sacramento	International Union of Journeymen Horseshoers of the United States and Canada, No. 47.
287	San Francisco ...	International Union of Journeymen Horseshoers of the United States and Canada, No. 25.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rate	On first 5 days	Weekly	
Shoe repairers	Male	Day	\$2 50-3 50	9	54	271
Boot and shoe workers	Male	Week	14 00-21 00	9	54	272
Fitting room	Female	Week	14 00	8	48	
Glove cutters	Male	Piece	Av. wk. 15 00	9	49½	273
Glove workers	Female	Piece	Av. wk. 12 00	8	44	
Outside men	Male	Hour	62½	8	44	274
Shopmen	Male	Hour	44½	9	54	
Shopmen, helpers	Male	Hour	33½	9	54	
Blacksmiths	Male	Day	4 00	8	48	275
Blacksmiths, helpers	Male	Day	3 00	8	48	
Blacksmiths	Male	Day	4 00	8	48	276
Blacksmiths, helpers	Male	Day	3 00-3 50	8	48	277
Boilermakers	Male	Hour	45½	8-9	56-63	278
Boilermakers, helpers	Male	Hour	27½	8-9	56-63	
Boiler and tank workers	Male	Week	18 00-24 00	8	48	279
Boilermakers	Male	Day	4 00	8	48	280
Iron ship builders	Male	Day	5 00	8	48	
Iron ship builders	Male	Day	3 60	8	48	281
Helpers	Male	Day	2 80	8	48	
Shipfitters	Male	Day	4 00	8	48	282
Chippers, caulkers and riveters	Male	Piece	Av. day 6 00	8	48	283
Boilermakers	Male	Day	4 24	8	48	
Shipfitters	Male	Day	4 24	8	48	
Casting chippers	Male	Day	3 00	8	48	284
Onpolamen	Male	Day	3 50	8	48	
Flaskmakers	Male	Day	3 50	8	48	
Laborers	Male	Day	2 25	9	54	
Molders, helpers	Male	Day	2 50	8-9	48-54	
Horseshoers	Male	Day	73 50	9	50½	285
Horseshoers	Male	Day	4 50	9	53	286
Horseshoers	Male	Day	5 00	9	53	287

June, 1912. Wages increased from \$3.00 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
IV. Metals, Machinery and Shipbuilding—Continued.		
(a) IRON AND STEEL—Continued.		
<i>Machinists—</i>		
288	Los Angeles -----	International Association of Machinists, No. 311.....
289	Oakland -----	International Association of Machinists, No. 284.....
290	San Diego -----	International Association of Machinists, No. 389.....
291	San Francisco ---	International Association of Machinists, No. 6.....
292	San Francisco ---	International Association of Machinists, No. 68.....
293	San Francisco ---	International Association of Machinists, No. 715.....
294	San Jose -----	International Association of Machinists, No. 504.....
295	Tiburon -----	International Association of Machinists, No. 238.....
296	Vallejo -----	International Association of Machinists, No. 252.....
<i>Molders and Coremakers—</i>		
297	Los Angeles -----	International Molders' Union of North America, No. 374.....
298	San Francisco ---	International Molders' Union of North America, No. 164.....
299	San Francisco ---	Molders' Auxiliary, No. 1.....
<i>Patternmakers—</i>		
300	Los Angeles -----	Patternmakers' League of North America.....
301	San Francisco ---	Patternmakers' League of North America.....
<i>Sheet Metal Workers—</i>		
302	Sacramento -----	Amalgamated Sheet Metal Workers' International Alliance, No. 348.
303	San Francisco ---	Amalgamated Sheet Metal Workers' International Alliance, No. 342.
304	South San Francisco.	Amalgamated Association of Iron, Steel and Tin Workers of North America, No. 5.
(b) METALS OTHER THAN IRON AND STEEL.		
<i>Coppersmiths—</i>		
305	San Francisco ---	Amalgamated Sheet Metal Workers' International Alliance, No. 95.
<i>Metal Polishers, Buffers and Platers—</i>		
306	Los Angeles -----	Metal Polishers, Buffers, Platers, Brass Molders and Brass and Silver Workers' Union of America, No. 67.
307	San Francisco ---	Metal Polishers, Buffers, Platers, Brass Molders and Brass and Silver Workers' Union of America, No. 128.
308	San Francisco ---	Metal Polishers, Buffers, Platers, Brass Molders and Brass and Silver Workers' Union of America, No. 158.
(c) SHIPBUILDING.		
<i>Sailmakers—</i>		
309	San Francisco ---	Sailmakers' Union, No. 11775.....
<i>Shipdrillers—</i>		
310	San Francisco ---	Shipdrillers' Union, No. 9037.....
<i>Shipwrights, Joiners and Calkers—</i>		
311	San Francisco...	United Brotherhood of Carpenters and Joiners of America, No. 759.
312	San Francisco...	United Brotherhood of Carpenters and Joiners of America, No. 554.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Machinists	Male	Hour	\$0 35-55	8-9	48-54	288
Tool and die makers	Male	Hour	45-50	8-9	48-54	
Machinists	Male	Hour	43½	8	48	289
Machinists	Male	Hour	37½	9	54	290
Machinists, apprentices	Male	*	*	8	48	291
Machinists	Male	Day	3 50-4 00	8	48	292
Machinists	Male	Day	73 25	8	48	293
Machinists	Male	Day	73 75	8	48	294
Machinists	Male	Hour	43	9	54	295
Machinists	Male	Day	3 24-4 24	8	48	296
Molders	Male	Hour	37½	9	54	297
Molders and coremakers	Male	Day	4 00	8	48	298
Molders, apprentices	Male	Day	1 00 Min.	8	48	299
Patternmakers	Male	Hour	50-53	8	48	300
Patternmakers	Male	Day	5 00	8	48	301
Coppersmiths	Male	Hour	40	9	54	302
Pipe fitters	Male	Hour	40	9	54	
Sheet metal workers	Male	Hour	40	9	54	
Coppersmiths and tinner's	Male	Hour	40	9	53	303
Laborers	Male	Hour	25-27½	9	53	
Pipe fitters	Male	Hour	37½	9	53	
Steel workers	Male	Piece	*	10	57½	304
Coppersmiths	Male	Day	4 50	8	44	305
Brass workers	Male	Day	2 50-4 00	8-9	48-54	306
Platers	Male	Day	3 00-4 00	8-9	48-54	
Polishers	Male	Day	2 50-3 50	8-9	48-54	
Platers	Male	Day	3 50	9	54	307
Polishers	Male	Day	3 50	9	54	
Brass finishers	Male	Day	3 50-4 00	8	48	308
Ohandler workers	Male	Day	3 50-4 00	9	54	
Sailmakers	Male	Hour	62½	8	48	309
Shipdrillers	Male	Day	2 75	8	48	310
Shipwrights	Male	Day	5 00	8	48	311
Calkers	Male	Day	5 00	8	48	312

*Wages increased from \$3.00 per day since January 1, 1912.

†May 1, 1913. Wages increased from \$3.50 per day.

*Rates not reported.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
V. Printing, Binding, etc.		
<i>Bookbinders—</i>		
313	Los Angeles.	International Brotherhood of Bookbinders, No. 63.
314	Sacramento.	International Brotherhood of Bookbinders, No. 35.
315	San Francisco.	International Brotherhood of Bookbinders, No. 125.
<i>Compositors—</i>		
316	Bakersfield.	International Typographical Union, No. 439.
317	El Centro.	International Typographical Union, No. 707.
318	Eureka.	International Typographical Union, No. 207.
319	Fresno.	International Typographical Union, No. 144.
320	Long Beach.	International Typographical Union, No. 650.
321	Los Angeles.	International Typographical Union, No. 174.
322	Marysville.	International Typographical Union, No. 223.
323	Oakland.	International Typographical Union, No. 36.
324	Palo Alto.	International Typographical Union, No. 521.
325	Pasadena.	International Typographical Union, No. 583.
326	Richmond and Martinez.	International Typographical Union, No. 597.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Bookbinders -----	Male	Week	\$19 50	8	48	313
Bookbinders -----	Female	Week	9 00	8	48	
Bookbinders -----	Male	Day	4 00	8	48	314
Forewomen -----	Female	Week	¹⁵ 15 00-16 50	8	48	315
Journeywomen -----	Female	Week	¹⁹ 19 00-12 00	8	48	
Journeywomen, apprentices --	Female	Week	¹⁵ 15 00-8 00	8	48	
Day work—						316
(a) Foremen -----	Male	Week	¹⁹ 19 00	8	48	
(b) Journeymen, newspapers	Male	Week	¹⁷ 17 27 00	8	48	
(c) Journeymen, job -----	Male	Week	¹⁷ 17 24 00	8	48	
Night work—						
(a) Foremen -----	Male	Week	¹⁹ 19 31 50	8	48	
(b) Journeymen, newspapers	Male	Week	¹⁹ 19 28 50	8	48	
(c) Journeymen, job -----	Male	Week	¹⁹ 19 28 50	8	48	
Day work—						317
(a) Floor work -----	Male	Week	21 00	8	48	
(b) Machine work -----	Male	Week	25 00	8	48	
Night work—						
(a) Floor work -----	Male	Week	25 00	7½	45	
(b) Machine work -----	Male	Week	30 00	7½	45	
Day—compositors -----	Male	Week	18 00	8	48	318
Night—compositors -----	Male	Week	21 00	8	48	
Day—journeymen -----	M. & F.	Day	4 50	7½-8	45-48	319
Night—journeymen -----	M. & F.	Day	5 00	7½-8	45-48	
Compositors -----	Male	Week	21 00-24 00	8	48	320
Job work -----	M. & F.	Week	¹⁷ 17 24 00	8	48	321
Journeymen, newspapers—						
(a) Day work -----	M. & F.	Week	¹⁹ 19 29 00	8	48	
(b) Night work -----	M. & F.	Week	¹⁹ 19 32 00	8	48	
Journeymen -----	Male	*	*	8	48	322
Journeymen, newspapers -----	M. & F.	Day	4 83½-5 83½	7½	45	323
Journeymen, job -----	M. & F.	Day	4 50	8	48	
Compositors -----	Male	Week	18 00	8	48	324
Day work—						325
(a) Foremen, newspapers ----	Male	Day	5 16⅔	8	48	
(b) Foremen, job -----	Male	Week	24 00	8	48	
(c) Journeymen, newspapers	Male	Day	4 16⅔	8	48	
(d) Journeymen, job -----	Male	Day	3 50	8	48	
Night work—						
(a) Foremen, newspapers ----	Male	Day	5 66⅔	8	48	
(b) Foremen, job -----	Male	Week	24 00	8	48	
(c) Journeymen, newspapers	Male	Day	4 66⅔	8	48	
(d) Journeymen, job -----	Male	Day	4 00	8	48	
Journeymen -----	Male	Week	19 00-24 00	8	48	326
Job men -----	Male	Day	4 00	8	48	

*Rates not reported.

¹⁹Wages increased from \$14.00—16.00 per week since January 1, 1912.¹⁹Wages increased from \$8.00—10.00 per week since January 1, 1912.¹⁹Wages increased from \$4.00—7.00 per week since January 1, 1912.¹⁹June 1, 1913. General increase in wages.¹⁹July 1, 1913. Wages increased from \$22.50 per week.¹⁹July 1, 1913. Wages increased from \$28.00 per week.¹⁹July 1, 1913. Wages increased from \$31.00 per week.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
V. Printing, Binding, etc.—Continued.		
<i>Compositors—Continued.</i>		
327	Sacramento -----	International Typographical Union, No. 46-----
328	San Bernardino ..	International Typographical Union, No. 84-----
329	San Diego -----	International Typographical Union, No. 221-----
330	San Francisco---	International Typographical Union, No. 21-----
331	San Jose -----	International Typographical Union, No. 231-----
332	San Mateo -----	International Typographical Union, No. 624-----
333	Santa Rosa -----	International Typographical Union, No. 577-----
<i>Electrotypers and Stereotypers—</i>		
334	Los Angeles -----	International Stereotypers and Electrotypers' Union of North America, No. 58.
335	San Francisco---	International Stereotypers and Electrotypers' Union of North America, No. 29.
336	San Jose -----	International Stereotypers and Electrotypers' Union of North America, No. 120.
<i>Lithographers—</i>		
337	Los Angeles ----	Lithographers' International Protective and Benefi- cial Association of United States and Canada, No. 22.
<i>Mailers—</i>		
338	Los Angeles -----	International Typographical Union, No. 9-----
339	San Francisco---	International Typographical Union, No. 18-----

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Journeyman, newspapers—						
(a) Day	Male	Day	⁸⁰ \$4 75	8	48	327
(b) Night	Male	Day	⁸¹ 5 25	8	48	
Job foremen	Male	Week	24 00	8	48	328
Job men	Male	Week	20 00	8	48	
Newspaper work—						
(a) Day	Male	Week	21 00-24 00	8	48	
(b) Night	Male	Week	24 00-27 00	8	48	
Job men	Male	Day	4 00	8	48	329
Journeyman, newspapers—						
(a) Day	Male	Day	4 83½	7½	45	
(b) Night	Male	Day	5 33½	7½	45	
Job men	M. & F.	Day	4 00	8	48	330
Journeyman, newspapers—						
(a) Day	M. & F.	Day	4 83½	7½	45	
(b) Night	M. & F.	Day	5 33½	7½	45	
Job men	Male	Day	3 75	8	48	331
Journeyman, newspapers—						
(a) Day	Male	Day	4 25	7½	45	
(b) Night	Male	Day	4 75	7½	45	
Foremen	Male	Week	20 00	8	48	332
Journeyman	M. & F.	Week	18 00	8	48	
Job men	Male	Day	3 00	8	48	333
Journeyman, newspapers—						
(a) Day	Male	Day	3 50-4 50	8	48	
(b) Night	Male	Day	3 50-4 00	8	48	
Stereotypers	Male	Day	⁸² 4 50	8	48	334
Foremen	Male	Day	⁸⁶ 6 33½	7-8	42-48	335
Electrotypers	Male	Day	⁸⁵ 5 00	8	48	
Stereotypers	Male	Day	⁸⁵ 5 00	7	42	
Apprentices	Male	Day	⁸² 2 50-4 00	7-8	42-48	
Foremen	Male	Day	5 50	8	48	336
Journeyman	Male	Day	4 50	8	48	
Apprentices	Male	Day	2 00-3 50	8	48	
Lithographers	Male	Week	24 00	8	48	337
Mailers	Male	*	*	8	48	338
Mailers	Male	Day	⁸⁴ 4 00	8	48	339

*Rates not reported.

⁸⁰January 3, 1913. Wages increased from \$4.25 per day.⁸¹January 3, 1913. Wages increased from \$4.75 per day.⁸²March 1, 1913. Wages increased from \$4.00 per day.⁸³General increase since January 1, 1912.⁸⁴September 1, 1912. Wages increased from \$3.40 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
V. Printing, Binding, etc.—Continued.		
<i>Photo-Engravers—</i>		
340	Los Angeles ----	International Photo Engravers' Union of North America, No. 32.
341	San Francisco---	International Photo Engravers' Union of North America, No. 8.
<i>Pressmen—</i>		
342	Fresno -----	International Printing Pressmen and Assistants' Union of North America, No. 159.
343	Los Angeles ----	International Printing Pressmen and Assistants' Union of North America, No. 18.
344	Los Angeles ----	International Printing Pressmen and Assistants' Union of North America, No. 37.
345	Los Angeles ----	International Printing Pressmen and Assistants' Union of North America, No. 78.
346	San Diego -----	International Printing Pressmen and Assistants' Union of North America, No. 140.
347	San Francisco---	International Printing Pressmen and Assistants' Union of North America, No. 4.
348	San Francisco---	International Printing Pressmen and Assistants' Union of North America, No. 24.
349	San Francisco---	International Printing Pressmen and Assistants' Union of North America, No. 33.
350	San Jose -----	International Printing Pressmen and Assistants' Union of North America, No. 146.
351	Stockton -----	International Printing Pressmen and Assistants' Union of North America, No. 132.
VI. Woodworking and Furniture.		
<i>Bozmakers and Sawyers—</i>		
352	Oakland -----	United Brotherhood of Carpenters and Joiners of America, No. 1187.
<i>Broommakers—</i>		
353	San Francisco---	International Broom and Whisk Makers' Union, No. 58

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Photo-engravers -----	Male	Day	\$4 00	8	48	340
Photo-engravers, day -----	Male	Week	24 00-27 00	8	48	341
Photo-engravers, night -----	Male	Week	29 00	8	48	
Foremen -----	Male	Day	⁸⁵ 5 75	7½-8	45-48	342
Pressmen -----	Male	Day	⁸⁴ 5 40-4 75	7½-8	45-48	
Pressmen, apprentices -----	Male	Day	⁸² 2 25-2 50	7½-8	45-48	
Foremen -----	Male	Week	⁸⁷ 37 00-42 00	7-8	43-48	343
Pressmen, web -----	Male	Day	⁸⁴ 4 33½	7-8	43-48	
Press feeders -----	Male	Week	12 00-13 50	8	48	344
Press feeders, cylinder -----	Male	Week	15 00	8	48	
Foremen -----	Male	Week	⁸⁶ 26 50	8	48	345
Pressmen -----	Male	Week	⁸⁹ 19 50-25 00	8	48	
Pressmen -----	Male	Week	⁸¹ 18 00	8	48	346
Pressmen, cylinder -----	Male	Week	⁸² 21 00	8	48	
Pressmen, web -----	Male	Week	⁸² 24 00	8	48	
Press feeders -----	Male	Week	⁸¹ 11 00	8	48	
Press feeders, cylinder -----	Male	Week	⁸¹ 14 00	8	48	
Pressmen, web -----	Male	Day	5 16	8	48	347
Pressmen, web, apprentices -----	Male	Day	2 50	8	48	
Pressmen, web, helpers -----	Male	Day	3 95-4 55	8	48	348
Pressmen -----	Male	Day	4 00-5 00	8	48	
Pressmen, assistants -----	Male	Week	⁸⁶ 16 00	8	48	349
Pressmen, cylinder, assist's -----	Male	Week	⁸⁷ 19 00	8	48	
Pressmen -----	Male	Week	21 00-24 00	8	48	350
Pressmen, apprentices -----	Male	Week	10 00-18 00	8	48	
Pressmen, web -----	Male	Week	24 00-30 00	7½	44	
Pressmen, web, apprentices -----	Male	Week	10 50-17 50	7½	44	
Pressmen -----	Male	*	*	7-8	42-48	351
Boxmakers -----	Male	Day	2 75	9	54	352
Sawyers -----	Male	Day	3 50	9	54	
Makers and sewers -----	Male	Piece	18 00-20 00 Av. per wk.	9	52	353

⁸⁵September 1, 1913. Wages increased from \$5.00 per day.
⁸⁶September 1, 1913. Wages increased from \$4.00 per day.
⁸⁷September 1, 1913. Wages increased from \$2.00 per day.
⁸⁸November 1, 1913. Wages increased from \$36.00--41.00 per week.
⁸⁹November 1, 1913. Wages increased from \$4.16 2-3 per day.
⁹⁰January 1, 1913. General increase of \$1.50 per day.
⁹¹January 1, 1913. Wages increased from \$16.50 per week.
⁹²January 1, 1913. Wages increased from \$18.00 per week.
⁹³March 1, 1913. Wages increased from \$21.00 per week.
⁹⁴January 1, 1913. Wages increased from \$10.00 per week.
⁹⁵January 1, 1913. Wages increased from \$12.00 per week.
⁹⁶June 23, 1913. Wages increased from \$13.50 per week.
⁹⁷June 23, 1913. Wages increased from \$16.50 per week.
⁹⁸Rates not reported.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
VI. Woodworking and Furniture—Continued.		
<i>Carpet and Shade Workers—</i>		
354	Sacramento -----	Carpet and Shade Workers' International Association, No. 7.
355	San Francisco---	Carpet and Shade Workers' International Association, No. 1.
356	San Francisco---	Window Shade Workers' Union-----
<i>Carriage and Wagon Workers—</i>		
357	San Francisco---	Carriage, Wagon and Automobile Workers' International Union, No. 6.
<i>Coopers—</i>		
358	Los Angeles ----	Coopers' International Union of North America, No. 152.
359	San Francisco---	Coopers' International Union of North America, No. 65.
<i>Mill Workers—</i>		
360	Los Angeles ----	United Brotherhood of Carpenters and Joiners of America, No. 884.
361	Sacramento -----	United Brotherhood of Carpenters and Joiners of America, No. 1618.
362	San Francisco---	United Brotherhood of Carpenters and Joiners of America, No. 422.
363	San Francisco---	United Brotherhood of Carpenters and Joiners of America, No. 423.
364	San Jose -----	United Brotherhood of Carpenters and Joiners of America, No. 262.
<i>Upholsterers—</i>		
365	San Francisco---	Upholsterers' International Union of North America, No. 28.
366	Stockton -----	Upholsterers' International and Carpet and Shade-workers' International Association, No. 62-12.
<i>Wood Carvers—</i>		
367	San Francisco---	Wood Carvers' Union -----
VII. Food and Liquors.		
(a) FOOD PRODUCTS.		
<i>Bakers and Confectioners—</i>		
367½	Bakersfield -----	Bakery and Confectionery Workers' International Union of America, No. 146.
368	Fresno -----	Bakery and Confectionery Workers' International Union of America, No. 43.
369	Los Angeles ----	Bakery and Confectionery Workers' International Union of America, No. 37.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Carpet and shade workers.....	Male	Week	\$24 00	9	54	354
Carpet layers	Male	Day	5 00	9	54	355
Shade workers	Male	Day	4 00	8	48	356
Blacksmiths	Male	Day	4 00	8	48	357
Blacksmiths, helpers	Male	Day	3 00	8	48	
Painters	Male	Day	3 00-4 00	8	48	
Woodworkers	Male	Day	4 00	8	48	
Coopers, beer barrels.....	Male	Week	24 00	8	48	358
Coopers, wine & whisky bbls..	Male	Week	21 00	8	48	
Coopers, slack barrels.....	Male	Piece	av. wk. 30 00	8	48	
Coopers	Male	Day	4 00	9	54	359
Stickermen	Male	Hour	40	9	54	360
Bench hands	Male	Hour	30	9	54	
Mill hands	Male	Hour	22-25	9	54	
Sash and door makers.....	Male	Day	3 50	8	48	361
Machine and bench hands.....	Male	Day	4 00	8	48	
Cabinet makers	Male	Day	4 50	8	48	362
Mill hands	Male	Day	3 25-5 00	8	48	363
Mill hands	Male	Day	3 25-5 00	8	48	364
Upholsterers	Male	Day	4 50	8	48	365
Mattress workers	Male	Day	4 00	8	44	
Carpet workers	Male	Day	4 50	9	54	366
Upholsterers	Male	Day	4 00	9	54	
Wood carvers	Male	Day	**4 50-5 50	8	48	367
Foremen	Male	Week	27 00	9	55	367½
Bench hands, oven men, etc....	Male	Week	21 00-23 00	9	55	
Helpers	Male	Week	16 00	9	55	
Foremen	Male	Week	25 00	9	54	368
Bench hands	Male	Week	21 00	9	54	
Foremen	Male	Week	24 00	9	54	369
Bench hands, oven men, etc....	Male	Week	18 00-21 00	9	54	
Helpers	Male	Week	12 00	9	54	

**Wages increased from \$4.00—5.00 per day since January 1, 1912.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
VII. Food and Liquors—Continued.		
(a) FOOD PRODUCTS—Continued.		
<i>Bakers and Confectioners—Continued.</i>		
370	Sacramento -----	Bakery and Confectionery Workers' International Union of America, No. 37.
371	San Diego -----	Bakery and Confectionery Workers' International Union of America, No. 90.
372	San Francisco ---	Bakery and Confectionery Workers' International Union of America, No. 24.
373	San Francisco ---	Bakery and Confectionery Workers' International Union of America, No. 125.
374	San Francisco ---	Bakery and Confectionery Workers' International Union of America, No. 125 (Annex).
<i>Butchers and Meat Cutters—</i>		
375	Sacramento -----	Amalgamated Meat Cutters and Butcher Workmen of North America, No. 498.
376	San Francisco ---	Amalgamated Meat Cutters and Butcher Workmen of North America, No. 115.
(b) BEVERAGES.		
<i>Brewery Employees (Beer Drivers and Bottlers)—</i>		
377	Eureka -----	International Union of United Brewery Workmen of America, No. 7 (Branch 7).
378	Los Angeles -----	International Union of United Brewery Workmen of America, No. 227 (Branch 6).
379	San Francisco ---	International Union of United Brewery Workmen of America, No. 293.
380	San Francisco ---	International Union of United Brewery Workmen of America, No. 227.
<i>Brewery Employees (Brewers and Maltsters)—</i>		
381	San Francisco ---	International Union of United Brewery Workers of America, No. 7.
<i>Soda and Mineral Water Bottlers—</i>		
382	San Francisco ---	Soda and Mineral Water Bottlers, No. 10333-----
VIII. Theaters and Music.		
<i>Actors and Chorus Singers—</i>		
383	San Francisco ---	White Rats Actors' Union of America-----
<i>Bill Posters—</i>		
384	Los Angeles -----	International Alliance of Bill Posters and Billers of United States and Canada, No. 32.
385	San Francisco ---	International Alliance of Bill Posters and Billers of America, No. 44.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Foremen	Male	Week	\$27 00	9	56	370
Bench hands	Male	Week	22 00	9	56	
Helpers	Male	Week	15 00-18 00	9	56	
Foremen	Male	Week	22 00-25 00	10	56	371
Bench hands, oven men, etc....	Male	Week	18 00-22 00	10	56	
Foremen	Male	Week	25 00	8-9	48-54	372
Bench hands	Male	Week	20 00	8-9	48-54	
Helpers	Male	Week	12 00	8-9	48-54	
Cracker bakers	Male	Day	3 25	9	53	373
Cracker packers	Female	Day	1 50	8	48	
Foreladies	Female	Week	12 00	8	48	374
Iceing workers	Female	Week	9 00	8	48	
Cracker and cake packers.....	Female	Week	7 50-11 00	8	48	
Meat cutters	Male	Week	21 00	10	61	375
Sausage makers	Male	Week	21 00	10	61	
Meat cutters	Male	Week	20 00	10	61	376
Sausage makers	Male	Week	20 00	9	54	
Apprentices	Male	Week	14 00	10	61	
Beer drivers	Male	Week	21 00	10	60	377
Bottlers	Male	Week	18 00	8	48	
Brewers	Male	Week	24 00	8	48	
Beer drivers, bottle	Male	Week	20 00-23 00	9	54	378
Beer drivers, keg	Male	Week	23 00-26 00	9	54	
Stablemen	Male	Week	18 50-20 00	9	54	
Bottlers, labelers, etc.	Male	Week	20 25	8	48	379
Bottle washers, floormen, etc....	Male	Week	18 75	8	48	
Beer drivers, bottle	Male	Week	⁹⁹ 23 00	10	60	380
Beer drivers, keg	Male	Week	¹⁰⁰ 24 00-28 00	10	60	
Stablemen	Male	Week	¹⁰¹ 24 00	11	66	
Brewers and Maltsters.....	Male	Day	¹⁰² 4 25	8	48	381
Bottlers and mixers.....	Male	Day	3 50	9	54	382
Bottle washers	Male	Day	2 50	9	54	
Theatrical performers	M. & F.	*	*	†	†	383
Bill posters and billers.....	Male	Day	3 00	8	48	384
Bill posters	Male	Day	¹⁰³ 3 50	8	48	385

*Rates not reported.

†Hours not reported.

⁹⁹May, 1913. Wages increased from \$21.00 per week.¹⁰⁰May, 1913. Wages increased from \$23.00-27.00 per week.¹⁰¹May, 1913. Wages increased from \$23.00 per week.¹⁰²May 15, 1913. Wages increased from \$4.00 per day.¹⁰³January 1, 1914. Wages increased from \$3.00 per day.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
VIII. Theaters and Music—Continued.		
<i>Moving Picture and Projecting Machine Operators—</i>		
386	Los Angeles	International Alliance of Theatrical Stage Employees, No. 150.
387	Sacramento	International Alliance of Theatrical Stage Employees, No. 252.
388	San Francisco	International Alliance of Theatrical Stage Employees, No. 162.
388½	Stockton	International Alliance of Theatrical Stage Employees, No. 3 Auxiliary.
<i>Musicians—</i>		
389	Fresno	American Federation of Musicians, No. 210.
390	Los Angeles	American Federation of Musicians, No. 47.
391	Marysville	American Federation of Musicians, No. 158.
392	Petaluma	American Federation of Musicians, No. 439.
393	Redwood City	American Federation of Musicians, No. 570.
394	Sacramento	American Federation of Musicians, No. 12.
395	San Diego	American Federation of Musicians, No. 325.
396	San Jose	American Federation of Musicians, No. 153.
397	Santa Barbara	American Federation of Musicians, No. 308.
398	Santa Rosa	American Federation of Musicians, No. 292.
399	Vallejo	American Federation of Musicians, No. 367.
<i>Stage Mechanics—</i>		
400	Fresno	International Alliance of Theatrical Stage Employees, No. 158.
401	Los Angeles	International Alliance of Theatrical Stage Employees, No. 33.
402	Oakland	International Alliance of Theatrical Stage Employees, No. 107.
403	Sacramento	International Alliance of Theatrical Stage Employees, No. 50.
404	San Diego	International Alliance of Theatrical Stage Employees, No. 122.
405	San Francisco	International Alliance of Theatrical Stage Employees, No. 16.
406	Stockton	International Alliance of Theatrical Stage Employees, No. 90.
IX. Tobacco.		
<i>Cigar Makers—</i>		
407	Bakersfield	Cigar Makers' International Union of America, No. 469.
408	Eureka	Cigar Makers' International Union of America, No. 338.
409	Los Angeles	Cigar Makers' International Union of America, No. 225.
410	Oakland	Cigar Makers' International Union of America, No. 253.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Operators -----	Male	Week	\$21 00	8	56	386
Operators, single shift -----	Male	Week	30 00	8	56	387
Operators, double shift -----	Male	Week	25 00	6½	45	
Operators -----	Male	Week	27 85	8	104 48	388
Operators -----	Male	Week	25 00	8	56	388½
Musicians -----	†	§	§	§	§	389
Musicians -----	Male	§	§	§	§	390
Musicians -----	M. & F.	§	§	§	§	391
Musicians -----	M. & F.	§	§	§	§	392
Musicians -----	†	§	§	§	§	393
Musicians -----	†	§	§	§	§	394
Musicians -----	M. & F.	§	§	§	§	395
Musicians -----	†	§	§	§	§	396
Musicians -----	M. & F.	§	§	§	§	397
Musicians -----	†	§	§	§	§	398
Musicians -----	†	§	§	§	§	399
Mechanics, property men, etc. -----	Male	Week	20 00-27 50	†	†	400
Flymen, etc. -----	Male	Performance	1 50-1 75	†	†	
Mechanics, property men, etc. -----	Male	Week	22 50-30 00	†	†	401
Flymen, etc. -----	Male	Performance	1 00-1 75	†	†	
Mechanics, property men, etc. -----	Male	Week	20 00-35 00	†	†	402
Flymen, etc. -----	Male	Performance	1 25-1 75	†	†	
Mechanics, property men, etc. -----	Male	Week	20 00-30 00	†	†	403
Flymen, etc. -----	Male	Performance	1 25-1 50	†	†	
Mechanics, property men, etc. -----	Male	Week	22 50-30 00	†	†	404
Flymen, etc. -----	Male	Week	19 25-20 00	†	†	
Mechanics, property men, etc. -----	Male	Week	20 00-35 00	†	†	405
Flymen, etc. -----	Male	*	*	†	†	
Mechanics, property men, etc. -----	Male	Week	20 00-30 00	†	†	406
Flymen, etc. -----	Male	Performance	1 25-2 00	†	†	
Cigarmakers -----	Male	Piece	18 00	8	48	407
Strippers -----	M. & F.	Week	Av. per wk. 8 00	8	48	
Cigarmakers -----	Male	Piece	18 00	8	48	408
			Av. per wk. 15 00			
Cigarmakers -----	Male	Piece	15 00	8	48	409
			Av. per wk. 15 00			
Cigarmakers -----	Female	Piece	15 00	8	48	
			Av. per wk. 16 00			
Cigarmakers -----	Male	Piece	16 00	8	48	410
			Av. per wk. 16 00			
Cigarmakers -----	Female	Piece	16 00	8	48	
			Av. per wk.			

*In 1913, secured 1 day rest in 7.

†Musicians in most instances are engaged in another occupation through which they gain a livelihood, many being members of unions in other trades. The wage varies with nature of service rendered and the purpose for which it is rendered.

‡Rates not reported.

§Sex not reported.

¶Hours irregular.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
IX. Tobacco—Continued.		
<i>Cigar Makers—Continued.</i>		
411	San Diego -----	Cigar Makers' International Union of America, No. 332
412	San Francisco ---	Cigar Makers' International Union of America, No. 228
413	San Jose -----	Cigar Makers' International Union of America, No. 291
<i>Tobacco Workers—</i>		
414	San Francisco ---	Tobacco Workers' International Union, No. 74.....
X. Restaurants and Trade.		
(a) HOTELS AND RESTAURANTS.		
<i>Bartenders—</i>		
415	Bakersfield -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 378.
416	Eureka -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 406.
417	Fresno -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 566.
418	Los Angeles -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 284.
419	Mojave -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 445.
420	Oakland -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 525.
421	San Diego -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 768.
422	San Francisco ---	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 41.
423	San Pedro -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 591.
424	Stockton -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 463.
<i>Cooks, Waiters and Waitresses—</i>		
425	Bakersfield -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 550.
426	Los Angeles -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 17.
427	Los Angeles -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 27.
428	Los Angeles -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 98.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Cigarmakers -----	M. & F.	Piece	\$18 00	8	46½	411
Cigar packers -----	M. & F.	Piece	Av. per wk. 20 00	8	45	
Cigarmakers -----	Male	Piece	Av. per wk. 20 00	8	48	412
Cigarmakers -----	Male	Piece	Av. per wk. 13 50	8	47	413
Cutters -----	Male	Week	15 00	8½	51	414
Packers -----	Female	Week	7 00	8	48	
Bartenders -----	Male	Day	3 50	8	56	415
Bartenders -----	Male	Month	¹⁰⁶ 90 00	9	63	416
Bartenders -----	Male	Week	21 00	9	54	417
Bartenders -----	Male	Week	25 00	10	60	418
Bartenders -----	Male	Hour	30	10-12	70-84	419
Bartenders -----	Male	Week	21 00	10	60	420
Bartenders -----	Male	Week	22 50	10	57	421
Bartenders -----	Male	Week	21 00	10	60	422
Bartenders -----	Male	Week	22 50	10	60	423
Bartenders -----	Male	Day	¹⁰⁶³ 3 50	10	¹⁰⁷⁶⁰	424
Cooks -----	Male	Day	3 50	10	70	425
Helpers -----	Male	Day	1 75	10	70	
Waiters -----	Male	Day	2 25	10	70	
Waitresses -----	Female	Day	1 50	7	48	
Waiters -----	Male	Week	12 00	10	70	426
Cooks -----	Male	Week	18 00	11	77	427
Waitresses -----	Female	Week	8 00-10 00	7	48	428

¹⁰⁶April, 1913. Wages increased from \$75.00 per month.¹⁰⁶³July 1, 1913. Wages increased from \$3.00 per day¹⁰⁷July 1, 1913. Hours reduced from 70 per week.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
X. Restaurants and Trade—Continued.		
(a) HOTELS AND RESTAURANTS—Continued.		
<i>Cooks, Waiters and Waitresses—Continued.</i>		
429	Oakland -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 31.
430	Sacramento ----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 561.
431	San Diego -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 402.
432	San Francisco ---	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 30.
433	San Francisco ---	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 44.
434	San Francisco --	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 48.
435	San Francisco ---	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. -----
436	San Jose -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 180.
437	Stockton -----	Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 572.
(b) BARBERING.		
<i>Barbers—</i>		
438	Eureka -----	Journeyman Barbers' International Union, No. 431.....
439	Los Angeles ----	Journeyman Barbers' International Union, No. 295.....
440	Petaluma -----	Journeyman Barbers' International Union, No. 419.....
441	Richmond -----	Journeyman Barbers' International Union, No. 508.....
442	Riverside -----	Journeyman Barbers' International Union, No. 171.....
443	San Bernardino..	Journeyman Barbers' International Union, No. 253.....
444	San Diego -----	Journeyman Barbers' International Union, No. 256.....
445	San Francisco ---	Journeyman Barbers' International Union, No. 148.....
446	San Jose -----	Journeyman Barbers' International Union, No. 252.....
447	Santa Barbara ..	Journeyman Barbers' International Union, No. 560.....
448	Santa Rosa -----	Journeyman Barbers' International Union, No. 159.....
449	Stockton -----	Journeyman Barbers' International Union, No. 312.....
450	Vallejo -----	Journeyman Barbers' International Union, No. 335.....

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Cooks -----	Male	Week	\$19 00	10	60	429
Cooks -----	Female	Week	15 00	8	48	
Waiters -----	Male	Week	11 00	10	60	
Waitresses -----	Female	Week	8 00	8	48	
Cooks -----	Male	Week	18 00	10	60	430
Helpers -----	Male	Week	10 00	10	60	
Waiters -----	Male	Week	12 00	10	60	
Waitresses -----	Female	Week	9 00	8	48	
Cooks -----	Male	*	*	10	60	431
Helpers -----	Male	*	*	10	60	
Waiters -----	Male	*	*	10	60	
Waitresses -----	Female	*	*	8	48	
Waiters -----	Male	Day	2 00	10	60	432
Cooks -----	Male	Day	3 00	10½	63	433
Cooks -----	Female	Day	3 00	8	48	
Waitresses -----	Female	Week	9 00	8	48	434
Cooks, helpers -----	Male	Week	12 00	12	72	435
Helpers -----	Male	Week	10 00	12	72	
Cooks -----	Male	Week	¹⁰⁸ 21 00	†	†	436
Waiters -----	Male	Week	¹⁰⁹ 14 00	†	†	
Waitresses -----	Female	Week	¹¹⁰ 8 00	†	†	
Cooks -----	Male	Day	3 00	10½	63	437
Helpers -----	Male	Day	1 65	10	60	
Waiters -----	Male	Day	2 00	10	60	
Waitresses -----	Female	Day	1 50	8	48	
Barbers -----	Male	Percent	age, 60%, \$18 guarantee.	10	62½	438
Barbers -----	Male	Percent	age, 60%, \$14 guarantee.	11	64	439
Barbers -----	Male	Week	18 00	10	62½	440
Barbers -----	Male	Percent	age, 60%, \$18 guarantee.	9½	59½	441
Barbers -----	Male	Week	15 00	11½	72	442
Barbers -----	Male	Percent	age, 60%, \$15 av. per wk.	10½	65	443
Barbers -----	Male	Percent	age, 60%, \$14 av. per wk.	11	69½	444
Barbers -----	Male	Percent	age, 60%, \$18 av. per wk.	10	62	445
Barbers -----	Male	Percent	age, 60%, \$18 av. per wk.	†	†	446
Barbers -----	Male	Percent	age, 60%, \$15 guarantee.	11	70½	447
Barbers -----	Male	Percent	age, 60%, \$16 guarantee.	9½	61½	448
Barbers -----	Male	Percent	age, 60%, \$14 guarantee.	10½	69	449
Barbers -----	Male	Week	16 00	10½	65	450

*Rates not reported.

†Hours not reported.

July, 1912. Wages increased from \$16.00 per week.

July, 1912. Wages increased from \$10.00 per week.

July, 1912. Wages increased from \$7.00 per week.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
X. Restaurants and Trade—Continued.		
(c) RETAIL TRADE.		
<i>Clerks and Salesmen—</i>		
451	Bakersfield -----	Retail Clerks' International Protective Association, No. 137.
452	Bakersfield -----	Retail Clerks' International Protective Association, No. 1217.
453	San Francisco ---	Retail Clerks' International Protective Association, No. 410.
454	San Francisco ---	Retail Clerks' International Protective Association, No. 432.
455	San Francisco ---	Newspaper Solicitors' Union, No. 12766.
<i>Office Employees—</i>		
456	San Francisco ---	Office Employees' Association, No. 13188.
XI. Public Employment.		
<i>Post Office Clerks—</i>		
457	Los Angeles -----	National Federation of Post Office Clerks, No. 64.
458	San Francisco ---	National Federation of Post Office Clerks, No. 2.
XII. Stationary Engine Men.		
<i>Dredgemen—</i>		
459	San Francisco ---	International Union of Steam Engineers, No. 493.
<i>Engineers, Stationary—</i>		
460	Bakersfield -----	International Union of Steam and Operating Engineers, No. 469.
461	Fresno -----	International Union of Steam and Operating Engineers, No. 336.
462	Los Angeles -----	International Union of Steam Engineers, No. 72.
463	San Francisco ---	International Union of Steam Engineers, No. 64.
464	San Jose -----	International Union of Steam Engineers, No. 171.
<i>Firemen, Stationary—</i>		
465	Los Angeles -----	International Brotherhood of Stationary Firemen, No. 220.
466	San Francisco ---	International Brotherhood of Stationary Firemen, No. 86.
XIII. Miscellaneous.		
(a) LEATHER AND LEATHER GOODS.		
<i>Harness Makers—</i>		
467	San Francisco ---	United Brotherhood of Leather Workers on Horse Goods, No. 57.
(b) GLASS AND GLASSWARE.		
<i>Art Glass Workers—</i>		
468	Los Angeles -----	Amalgamated Glass Workers' International Association, No. 5.

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Clerks	Male	*	*	9½	60½	451
Clerks	Male	*	*	10	62	452
Clerks	Female	*	*	8	48	
Shoe clerks	Male	Month	\$65 00	9	57	453
Drug clerks	Male	Month	100 00	†	60	454
Newspaper solicitors, city.....	Male	Day	3 10	8	48	455
Newspaper solicitors, country.....	Male	Week	25 00	8	48	
Office employees	M. & F.	No scale of hours or wages				456
Post office clerks.....	M. & F.	Year	800 00-1200 00	8	48	457
Post office clerks.....	M. & F.	Year	800 00-1200 00	8	48	458
Levermen	Male	Month	75 00	8	56	459
Firemen	Male	Month	50 00	12	80	
Deckmen	Male	Month	45 00	12	80	
Engineers, hoisting	Male	Hour	75	8	44	460
Engineers, laundry	Male	Day	3 50-4 25	10	60-66	
Stationary engineers	Male	No scale of hours or wages				461
Engineers, brewery	Male	Day	4 00	8	56	462
Stationary engineers	Male	Hour	35-50	8-10	48-70	
Stationary engineers	Male	Earnings run from \$3 50 day to \$250 mo.				
Chief engineers	Male	Day	3 50-6 00	10 Max.		464
Assistant engineers	Male	Day	3 50-4 50	10 Max.		
Firemen	Male	Day	3 00-3 25	8-9	48-56	465
Firemen	Male	Day	3 00-3 25	8	48-56	466
Watertenders	Male	Day	3 50	8	56	
Oilers, helpers, etc.....	Male	Day	3 00	8	48-56	
Saddle makers	Male	Piece	Av. wk. 15 00	9	54	467
Harness makers	Male	Day	3 25-3 50	9	54	
Art glass workers.....	Male	Week	21 00	8½	48	468

*Rates not reported.

†Hours not reported.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
XIII. Miscellaneous—Continued.		
(b) GLASS AND GLASSWARE—Continued.		
		<i>Glass Bottle Blowers and Caners—</i>
469	San Francisco ---	Glass Bottle Blowers' Association of the United States and Canada, No. 22.
470	San Francisco ---	San Francisco Bottle Caners, No. 10535.....
		<i>Glass Workers—</i>
471	San Francisco ---	United Glass Workers' of San Francisco and Vicinity..
(c) CLAY PRODUCTS.		
472	Richmond -----	National Brotherhood of Operative Potters, No. 89----
(d) OTHER DISTINCT TRADES.		
		<i>Bath House Employees—</i>
473	San Francisco ---	Barber Shop Porters' and Bath House Employees' Union, No. 11963.
		<i>Bootblacks—</i>
474	San Francisco ---	Bootblacks' Protective Union, No. 10175.....
		<i>Fishermen—</i>
475	San Francisco ---	Alaska Fishermen's Union.....
		<i>Gas and Water Workers—</i>
476	Oakland -----	Gas and Water Workers' Union, No. 10678.....
477	San Francisco ---	Gas and Water Workers' Union, No. 9840.....

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Blowers	Male	Piece	Av. wk. \$35 00	8½	49½	469
Bottle caners	Male	Piece	Av. wk. 18 00	8	47	476
Bottle caners	Female	Piece	Av. wk. 9 00	8	47	
Art glass workers.....	Male	Day	4 00	11½	44	471
Glaziers	Male	Day	4 50	11½	44	
Polishers	Male	Day	3 25-3 50	11½	44	
Roughers and smoothers.....	Male	Day	4 00	11½	44	
Sheet and plate cutters.....	Male	Day	4 50	11½	44	
Silverers	Male	Day	4 00	11½-9	44-50	
Kiln setters	Male	Piece	Av. wk. 23 00	8	48	472
Packers	Male	Day	3 33½	8	48	
Pressers and casters.....	Male	Piece	Av. wk. 25 00	8	48	
Sagger makers	Male	Piece	Av. wk. 30 00	8	48	
Bath house employees.....	Male	Month	47 50-60 00	10	70	473
Bath house attendants.....	Female	Month	45 00	8	48	
Bootblacks	Male	Day	2 00	13	88	474
Fishermen	Male	Season	Av. mo. 80 00	‡	‡	475
Calkers	Male	Day	3 75	8	56	476
Gas makers	Male	Month	110 00	8	56	
Gas makers, helpers.....	Male	Month	90 00	8	56	
Meter men	Male	Day	3 75	8	56	
Purifiers	Male	Day	3 00	8	56	
Street laborers	Male	Day	2 50	8	48	
Yard men	Male	Day	2 75	8	56	
Calkers	Male	Day	3 75	8	48	477
Gas makers	Male	Month	110 00	8	48	
Gas makers, helpers.....	Male	Day	3 00	8	48	
Meter men	Male	Day	3 75	8	48	
Purifiers	Male	Day	3 00	8	48	
Service and main laborers.....	Male	Day	2 50	8	48	
Yard men	Male	Day	2 75	8	48	

‡Hours irregular.

1912-13. Gradual reduction in hours.

LABOR ORGANIZATIONS: SHOWING RATES OF WAGES

No.	Locality	Trade and organization
XIII. Miscellaneous—Continued.		
(d) OTHER DISTINCT TRADES—Continued.		
		<i>Janitors, Porters and Elevatormen—</i>
478	San Francisco	Janitors' Protective Union, No. 10637
479	San Francisco	Elevator Conductors and Starters, No. 13105
		<i>Milkers—</i>
480	San Francisco	Milkers' Protective Union, No. 8861
		<i>Miners—</i>
481	Bodie	Western Federation of Miners, No. 61
482	Grass Valley	Western Federation of Miners, No. 90
483	Kennett	Western Federation of Miners, No. 174
484	Randsburg	Western Federation of Miners, No. 44
485	Skidoo	Western Federation of Miners, No. 211
486	Sutter Creek	Western Federation of Miners, No. 135
		<i>Sugar Workers—</i>
487	San Francisco	Sugar Workers' Union, No. 10519
		<i>Timber Workers—</i>
488	Eureka	International Union of Timber Workers, No. 23
		<i>Undertakers and Cemetery Employees—</i>
489	San Francisco	Cemetery Employees, No. 10634
490	San Francisco	Undertaker's Union, No. 9049
(e) MIXED EMPLOYMENT.		
491	Bakersfield	United Laborers' Union, No. 14143
492	Los Angeles	United Laborers' Union, No. 13149
493	San Jose	United Laborers' Union, No. 14190
494	Vallejo	Federal Labor Union, No. 11345

AND HOURS OF LABOR ON JANUARY 1, 1914—Continued.

Occupation	Sex	Rates of wages		Hours of labor		No.
		Unit	Rates	On first 5 days	Weekly	
Janitors:						
(a) Office buildings	Male	Month	\$70 00	9	54-63	478
(b) Public buildings	Male	Month	80 00	8	44	
(c) Theaters	Male	Week	17 50	8	56	
Elevator conductors	Male	Day	2 70	9	60	479
Milkers, can & bottle washers	Male	Month	\$50 and found	10	70	480
Miners	Male	Day	4 00	8	56	481
Miners	Male	Day	3 00	8	56	482
Muckers	Male	Day	2 25	8	56	
Car men	Male	Day	2 50	8	56	
Miners	Male	Day	3 00-3 25	8	56	483
Muckers, laborers, etc.	Male	Day	2 00-2 75	8	56	
Machinists	Male	Day	3 25-4 50	8	56	
Blacksmiths	Male	Day	4 00	8	56	484
Holst men	Male	Day	4 00	8	56	
Millmen	Male	Day	3 50	8	56	
Miners	Male	Day	3 50	8	56	
Muckers	Male	Day	3 00	8	56	
Miners	Male	Day	4 00	8	56	485
Millmen	Male	Day	5 00	8	56	
Blacksmiths	Male	Day	3 50	9	54	486
Engineers	Male	Day	3 00	8	56	
Millmen	Male	Day	2 75	8	48	
Miners	Male	Day	2 75	8	48	
Muckers	Male	Day	2 37½	8	48	
Surfaceworkers	Male	Day	2 25	9	54	
Liquor men	Male	Hour	27½	‡	‡	487
Sugar boilers	Male	Month	85 00-110 00	8	48	
Sugar workers	Male	Hour	25	‡	‡	
Timber workers	Male	No scale of hours or wages				488
Cemetery employees	Male	Day	3 00	8	48	489
Undertakers	Male	Month	100 00	12	84	490
Undertakers, apprentices	Male	Month	50 00	12	84	
Bootblacks	Male	Percentage.	15 00	10	70	491
Laborers	Male	Day	Av. per wk. 2 00-3 00	8	48	
Porters	Male	Hour	25-30	8	48	
Laborers	Male	Hour	25-27½	9-10	54-60	492
Laborers	Male	Day	2 50	8	48	493
Laborers	Male	Day	2 50	8	48	494

MANUFACTURES.

In this chapter we present for the first time the attempt by this bureau to take a census of manufactures in this state. While our information is not complete, we feel that a great deal has been accomplished in starting this work, the value of which will be apparent to every one interested in the industrial affairs of this state.

Two years ago the bureau decided to commence a systematic tabulation of the manufacturing industries, and introduced a bill at the legislature providing for the registration of factories, work shops, mills and other manufacturing establishments. (Statutes 1913, Chap. 255). The bill was amended in the legislature and made to apply only to those places in which five or more persons are employed. This amendment has seriously handicapped our work, as will be shown by a comparison with the United States census on manufactures, 1909. In the federal census, over one half of the establishments reported employed less than five persons.

The purpose of the act providing for registration was to furnish a record of the various establishments, which could be used both for gathering statistics and for factory inspection.

Our progress has been rather slow, owing to the fact that this being the first attempt by the state to gather the information, we met with considerable resentment on the part of many employers and were compelled to adopt a policy of educating these employers in the value and importance of the state doing this class of work. We had hoped to be able to embody in this report a rather complete census of manufactures, but our missionary work, so to speak, has been so extensive that we could not complete the task in time. We have therefore omitted giving any figures on capital invested, or the value of the material used or the products manufactured. We deemed it inadvisable to submit such figures unless the same were complete.

In the following tables we have tabulated the information relating to numbers employed and wages. This information is complete for the establishments reported. The canning industry is not included, as we intend leaving it for a separate investigation.

The tabulations cover 1,576 establishments, employing a total of 57,648 male and 8,378 female wage earners; and 9,987 male and 1,876 female salaried employees, making a total of 77,889 persons employed on December 15, 1913, or the nearest representative date.

The annual wages paid to these employees amounted to \$8,123,994 for officers, superintendents and managers; \$9,281,900 for clerks, stenographers, salesmen, etc., and \$52,054,483 for wage earners, making a total of \$69,460,377.

The weekly wage rates of wage earners have been tabulated and are given for four classifications, to wit: male and female, eighteen years of age and over, and under eighteen years. Of the male wage earners, eighteen years and over, 35.6 per cent received less than \$15 per week. Of the female wage earners eighteen years of age and over, 49.3 per cent received less than \$9 per week. Of the male wage earners under eighteen, 16.4 per cent received less than \$6 per week, and of the female wage earners under eighteen years 28.5 per cent received less than \$6 per week.

The number of wage earners employed during each month of the year has also been tabulated in order to show the fluctuation in employment. The canning industry has been omitted, owing to the fact that it is so highly seasonal and would tend to distort the general result.

The number of male wage earners fluctuated from 53,458 in January to a maximum of 63,197 in May and 63,035 in September, or, an increase of 18 per cent from the lowest to the highest number. The high number in the month of May is due to the influence of the lumber industry.

The number of female wage earners fluctuated from a minimum of 7,650 in January to a maximum of 8,121 in December, or, an increase of 6 per cent from the lowest to the highest number.

It will be noted that the employment of women is far more stable than that of men, and it is also interesting that the month of December is the time of greatest employment for women and least employment for men; that is, when we omit the canning industry.

The various industries have been grouped into eighty classifications, a separate table being shown for each classification, together with a summary for all the industries.

CLASSIFICATION OF INDUSTRIES.

- Table 1. All Industries.
- Table 2. Agricultural Implements.
- Table 3. Artificial Stone, Clay and Concrete Products.
- Table 4. Automobiles (including Bodies and Parts).
- Table 5. Awnings, Tents and Sails.
- Table 6. Babbitt Metal and Solder.
- Table 7. Bags, other than paper.
- Table 8. Bakery Products.
- Table 9. Baking Powders and Yeast.
- Table 10. Baskets, Fruit and Berry, etc.
- Table 11. Boots and Shoes.
- Table 12. Boxes, Cartons, etc., Paper.
- Table 13. Boxes, Wood.
- Table 14. Brass and Bronze Products.
- Table 15. Brick and Tile.
- Table 16. Butter.
- Table 17. Cans, Tin.
- Table 18. Carbonated Beverages.
- Table 19. Carriages and Wagons and Materials.
- Table 20. Caskets and Undertakers' Supplies.
- Table 21. Cement.
- Table 22. Chemicals (including Chemical Fertilizers).
- Table 23. Clothing, Men's.
- Table 24. Clothing, Women's.
- Table 25. Confectionery.
- Table 26. Cooperage and Wooden Goods, not elsewhere specified.
- Table 27. Electrical Machinery, Apparatus and Supplies.
- Table 28. Engines—Gas. Gasoline, etc.
- Table 29. Explosives.
- Table 30. Felt and Felt Products.
- Table 31. Flour Mill and Grist Mill Products.
- Table 32. Food Preparations.
- Table 33. Foundry and Machine Shop Products.
- Table 34. Furniture, Bank and Store Fixtures, etc.
- Table 35. Gas (in containers).
- Table 36. Gas and Electric Fixtures.
- Table 37. Glass, Cutting and Ornamenting (including Mirrors).
- Table 38. Gloves, Leather.
- Table 39. Glue and Tallow.
- Table 40. Hats and Caps, Men's.
- Table 41. Ice, Manufactured.
- Table 42. Iron and Steel Forgings, Bolts and Nuts.
- Table 43. Iron and Steel, Structural and Ornamental.
- Table 44. Jewelry.
- Table 45. Knit Goods.
- Table 46. Leather Goods.
- Table 47. Liquors, Distilled.
- Table 48. Liquors, Malt.
- Table 49. Liquors, Vinous.
- Table 50. Lumber Industry—Planing Mills.
- Table 51. Lumber Industry—Sash and Door Mills and House Finish.
- Table 52. Lumber Industry—Saw Mills and Logging Operations.
- Table 53. Lumber Industry—Shingle Mills.
- Table 54. Marble and Stone Work.

Table 55.	Mattresses and Spring Beds.
Table 56.	Metal Signs, Stencils and Rubber Stamps.
Table 57.	Millinery.
Table 58.	Oil Stoves and Oil Burning Equipment.
Table 59.	Oil Well Tools and Supplies.
Table 60.	Paint and Varnish.
Table 61.	Paper and Paper Board.
Table 62.	Patent Medicines and Compounds and Druggists' Preparations.
Table 63.	Photo Engraving, Electrotyping and Stereotyping.
Table 64.	Printing and Publishing.
Table 65.	Rock, Quarrying and Crushing.
Table 66.	Roofing Materials and Building Paper.
Table 67.	Rubber Goods—Mechanical, and Rubber Specialties.
Table 68.	Salt.
Table 69.	Sheet Metal Products (not including Tin Cans).
Table 70.	Ship Building (including Boat Building).
Table 71.	Slaughtering and Meat Packing.
Table 72.	Smelting and Refining.
Table 73.	Soap, Washing Powder, etc.
Table 74.	Stoves and Furnaces (not including Oil Stoves).
Table 75.	Sugar Refining.
Table 76.	Tanning.
Table 77.	Tobacco Manufactures.
Table 78.	Trunks, Valises, etc.
Table 79.	Window Shades.
Table 80.	Wire Work (including Wire Rope, Netting, etc.).
Table 81.	All other Industries.

TABLE No. 1. ALL INDUSTRIES.
(1,576 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	3,185	73
Clerks, stenographers, salesmen, etc:		
18 years of age and over.....	6,630	1,776
Under 18 years of age.....	172	27
Totals.....	9,987	1,876
Wage earners:		
18 years of age and over.....	56,369	7,817
Under 18 years of age.....	1,279	561
Totals.....	57,648	8,378
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$8,123,994 00
Clerks, stenographers, salesmen, etc.....		9,281,900 00
Wage earners (including piece workers).....		52,054,483 00
Total.....		\$69,460,377 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	17	108	13	8	146
\$4 to \$4.99.....	35	93	62	46	236
\$5 to \$5.99.....	99	349	136	106	690
\$6 to \$6.99.....	294	1,064	278	202	1,866
\$7 to \$7.99.....	440	1,197	242	90	1,969
\$8 to \$8.99.....	540	1,007	126	50	1,723
\$9 to \$9.99.....	1,089	1,098	174	20	2,381
\$10 to \$10.99.....	2,251	949	100	21	3,321
\$11 to \$11.99.....	1,362	458	34	11	1,865
\$12 to \$12.99.....	5,746	512	65	6	6,329
\$13 to \$13.99.....	5,198	241	27	—	5,466
\$14 to \$14.99.....	3,008	181	9	—	3,198
\$15 to \$17.99.....	12,671	340	12	1	13,024
\$18 to \$20.99.....	7,897	118	2	—	8,017
\$21 to \$24.99.....	9,078	36	1	—	9,115
\$25 and over.....	6,644	36	—	—	6,680
Totals.....	56,369	7,817	1,279	561	66,026

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	54,829	7,650	62,479
February.....	55,932	7,835	63,767
March.....	58,128	7,996	66,124
April.....	61,557	7,923	69,480
May.....	63,197	8,004	71,201
June.....	62,647	7,826	70,473
July.....	62,569	7,695	70,264
August.....	61,553	7,781	69,334
September.....	63,035	7,799	70,834
October.....	62,112	8,007	70,119
November.....	57,904	8,112	66,016
December.....	53,458	8,121	61,579

TABLE No. 2. AGRICULTURAL IMPLEMENTS.
(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	45	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	186	31
Under 18 years of age.....		
Totals	181	31
Wage earners:		
18 years of age and over.....	648	
Under 18 years of age.....	10	
Total	658	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$124,797 00
Clerks, stenographers, salesmen, etc.....		152,573 00
Wage earners (including piece workers).....		653,395 00
Total		\$980,765 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	2				2
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....	13		6		19
\$7 to \$7.99.....	4				4
\$8 to \$8.99.....			1		1
\$9 to \$9.99.....	11		2		13
\$10 to \$10.99.....	14				14
\$11 to \$11.99.....	2				2
\$12 to \$12.99.....	55		1		56
\$13 to \$13.99.....	71				71
\$14 to \$14.99.....	3				3
\$15 to \$17.99.....	153				153
\$18 to \$20.99.....	105				105
\$21 to \$24.99.....	150				150
\$25 and over.....	65				65
Totals	648		10		658

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	879		879
February.....	787		787
March.....	829		829
April.....	863		863
May.....	887		887
June.....	1,004		1,004
July.....	955		955
August.....	706		706
September.....	696		696
October.....	675		675
November.....	686		686
December.....	658		658

TABLE No. 3. ARTIFICIAL STONE, CLAY AND CONCRETE PRODUCTS.
(22 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	55	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	68	16
Under 18 years of age.....	2	-----
Totals.....	125	16
Wage earners:		
18 years of age and over.....	937	-----
Under 18 years of age.....		-----
Total.....	937	-----
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$157,062 00
Clerks, stenographers, salesmen, etc.....		104,268 00
Wage earners (including piece workers).....		762,405 00
Total.....		\$1,023,730 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	2	-----	-----	-----	2
\$4 to \$4.99.....	1	-----	-----	-----	1
\$5 to \$5.99.....	2	-----	-----	-----	2
\$6 to \$6.99.....	2	-----	-----	-----	2
\$7 to \$7.99.....	3	-----	-----	-----	3
\$8 to \$8.99.....	14	-----	-----	-----	14
\$9 to \$9.99.....	12	-----	-----	-----	12
\$10 to \$10.99.....	20	-----	-----	-----	20
\$11 to \$11.99.....	31	-----	-----	-----	31
\$12 to \$12.99.....	207	-----	-----	-----	207
\$13 to \$13.99.....	135	-----	-----	-----	135
\$14 to \$14.99.....	57	-----	-----	-----	57
\$15 to \$17.99.....	246	-----	-----	-----	246
\$18 to \$20.99.....	86	-----	-----	-----	86
\$21 to \$24.99.....	63	-----	-----	-----	63
\$25 and over.....	56	-----	-----	-----	56
Totals.....	937	-----	-----	-----	937

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	1,115	-----	1,115
February.....	1,047	-----	1,047
March.....	1,123	-----	1,123
April.....	1,121	-----	1,121
May.....	1,117	-----	1,117
June.....	1,113	-----	1,113
July.....	1,102	-----	1,102
August.....	1,060	-----	1,060
September.....	1,004	-----	1,004
October.....	1,034	-----	1,034
November.....	1,005	-----	1,005
December.....	935	-----	935

TABLE No. 4. AUTOMOBILES (including bodies and parts).
(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaries:		
Officers, superintendents and managers.....	23	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	20	12
Under 18 years of age.....	-----	-----
Totals	43	12
Wage earners:		
18 years of age and over.....	308	3
Under 18 years of age.....	2	-----
Totals	310	3
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$43,312 00
Clerks, stenographers, salesmen, etc.....		28,458 00
Wage earners (including piece workers).....		276,546 00
Total		\$348,316 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	-----	-----	-----	-----	-----
\$4 to \$4.99.....	1	-----	-----	-----	1
\$5 to \$5.99.....	-----	-----	-----	-----	-----
\$6 to \$6.99.....	2	-----	1	-----	3
\$7 to \$7.99.....	6	-----	-----	-----	6
\$8 to \$8.99.....	1	-----	-----	-----	1
\$9 to \$9.99.....	10	-----	1	-----	11
\$10 to \$10.99.....	8	1	-----	-----	9
\$11 to \$11.99.....	-----	-----	-----	-----	-----
\$12 to \$12.99.....	10	-----	-----	-----	10
\$13 to \$13.99.....	26	-----	-----	-----	26
\$14 to \$14.99.....	28	1	-----	-----	29
\$15 to \$17.99.....	36	1	-----	-----	37
\$18 to \$20.99.....	71	-----	-----	-----	71
\$21 to \$24.99.....	89	-----	-----	-----	89
\$25 and over.....	20	-----	-----	-----	20
Totals	308	3	2	-----	313

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	307	4	311
February.....	297	4	301
March.....	301	4	305
April.....	306	4	310
May.....	282	3	285
June.....	344	3	347
July.....	322	3	325
August.....	331	3	334
September.....	332	3	335
October.....	333	3	336
November.....	323	4	327
December.....	312	3	315

TABLE No. 5. AWNINGS, TENTS AND SAILS.
(9 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	13	1
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	5	7
Under 18 years of age.....		1
Totals	18	9
Wage earners:		
18 years of age and over.....	47	50
Under 18 years of age.....		
Totals	47	50
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$20,601 00
Clerks, stenographers, salesmen, etc.....		10,213 00
Wage earners (including piece workers).....		82,068 00
Total		\$112,882 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....	1				1
\$7 to \$7.99.....	2	5			7
\$8 to \$8.99.....	1	11			12
\$9 to \$9.99.....		11			11
\$10 to \$10.99.....		3			3
\$11 to \$11.99.....		8			8
\$12 to \$12.99.....	1	7			8
\$13 to \$13.99.....					
\$14 to \$14.99.....					
\$15 to \$17.99.....	12	5			17
\$18 to \$20.99.....	6				6
\$21 to \$24.99.....	4				4
\$25 and over.....	20				20
Totals	47	50			97

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	59	46	105
February.....	50	46	96
March.....	56	46	102
April.....	56	50	106
May.....	50	50	100
June.....	48	49	97
July.....	48	49	97
August.....	42	46	88
September.....	48	48	96
October.....	47	50	97
November.....	52	48	100
December.....	47	48	95

TABLE No. 6. BABBITT METAL AND SOLDER.
(3 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	8	—
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	3	4
Under 18 years of age.....		
Totals.....	11	4
Wage earners:		
18 years of age and over.....	27	—
Under 18 years of age.....	1	—
Total.....	28	—

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$49,300 00
Clerks, stenographers, salesmen, etc.....	6,941 40
Wage earners (including piece workers).....	28,603 00
Total.....	\$84,844 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....			1		1
\$8 to \$8.99.....					
\$9 to \$9.99.....					
\$10 to \$10.99.....					
\$11 to \$11.99.....					
\$12 to \$12.99.....					
\$13 to \$13.99.....	1				1
\$14 to \$14.99.....					
\$15 to \$17.99.....	12				12
\$18 to \$20.99.....	6				6
\$21 to \$24.99.....	8				8
\$25 and over.....					
Totals.....	27		1		28

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	28		28
February.....	28		28
March.....	29		29
April.....	29		29
May.....	30		30
June.....	30		30
July.....	30		30
August.....	30		30
September.....	31		31
October.....	31		31
November.....	31		31
December.....	31		31

TABLE No. 7. BAGS, OTHER THAN PAPER.
(4 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	12	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	27	12
Under 18 years of age.....	-----	-----
Totals	39	12
Wage earners:		
18 years of age and over.....	101	105
Under 18 years of age.....	9	4
Totals	110	109

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$42,720 00
Clerks, stenographers, salesmen, etc.....	44,502 00
Wage earners (including piece workers).....	166,449 00
Total	\$253,671 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99		2			2
\$6 to \$6.99	2	13	1	2	18
\$7 to \$7.99		20	3		23
\$8 to \$8.99	3	32	2	2	39
\$9 to \$9.99	5	17	2		24
\$10 to \$10.99	9	9			18
\$11 to \$11.99	6	2	1		9
\$12 to \$12.99	4	7			11
\$13 to \$13.99	8	1			9
\$14 to \$14.99	1	1			2
\$15 to \$17.99	17				17
\$18 to \$20.99	22				22
\$21 to \$24.99	19	1			20
\$25 and over	5				5
Totals	101	105	9	4	219

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	107	129	236
February	105	160	265
March	117	169	286
April	114	175	289
May	119	209	328
June	125	251	376
July	131	236	367
August	133	220	353
September	127	198	325
October	122	172	294
November	113	124	237
December	110	109	219

TABLE No. 8. BAKERY PRODUCTS.
(42 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	63	9
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	94	61
Under 18 years of age.....	3	2
Totals	160	72
Wage earners:		
18 years of age and over.....	894	349
Under 18 years of age.....	20	42
Totals	914	391

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$196,332 00
Clerks, stenographers, salesmen, etc.....	150,827 00
Wage earners (including piece workers).....	947,145 00
Total	\$1,296,304 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4		1			1
\$4 to \$4.99				2	2
\$5 to \$5.99		2			2
\$6 to \$6.99	2	15		12	30
\$7 to \$7.99	2	70	1	22	98
\$8 to \$8.99	8	13			21
\$9 to \$9.99	14	144	9	6	173
\$10 to \$10.99	39	62	5		106
\$11 to \$11.99	8	7			15
\$12 to \$12.99	55	28			83
\$13 to \$13.99	14	3	1		18
\$14 to \$14.99	26	1			27
\$15 to \$17.99	125	2			127
\$18 to \$20.99	193	1			194
\$21 to \$24.99	332				332
\$25 and over	76				76
Totals	894	349	20	42	1,305

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	837	391	1,228
February	839	389	1,228
March	885	403	1,288
April	886	388	1,274
May	896	375	1,271
June	916	373	1,289
July	915	367	1,282
August	916	369	1,285
September	917	375	1,292
October	941	384	1,325
November	941	369	1,310
December	914	391	1,305

TABLE No. 9. BAKING POWDERS AND YEAST.
(4 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	15	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	33	12
Under 18 years of age.....	-----	-----
Totals.....	48	12
Wage earners:		
18 years of age and over.....	47	-----
Under 18 years of age.....	2	-----
Total.....	49	-----

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$39,330 00
Clerks, stenographers, salesmen, etc.....	54,151 00
Wage earners (including piece workers).....	50,587 00
Total.....	\$144,068 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					-----
\$4 to \$4.99.....					-----
\$5 to \$5.99.....					-----
\$6 to \$6.99.....					-----
\$7 to \$7.99.....	1				1
\$8 to \$8.99.....	2	1			3
\$9 to \$9.99.....	1				1
\$10 to \$10.99.....	1	1			2
\$11 to \$11.99.....	1				1
\$12 to \$12.99.....					-----
\$13 to \$13.99.....					-----
\$14 to \$14.99.....					-----
\$15 to \$17.99.....	9				9
\$18 to \$20.99.....	12				12
\$21 to \$24.99.....	14				14
\$25 and over.....	6				6
Totals.....	47	2			49

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	52	2	54
February.....	54	2	56
March.....	54	2	56
April.....	55	2	57
May.....	56	2	58
June.....	52	2	54
July.....	53	2	55
August.....	52	2	54
September.....	53	2	55
October.....	48	2	50
November.....	50	2	52
December.....	47	2	49

TABLE No. 10. BASKETS, FRUIT AND BERRY, ETC.
(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	12	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	2	2
Under 18 years of age.....	-----	-----
Totals.....	14	2
Wage earners:		
18 years of age and over.....	109	86
Under 18 years of age.....	-----	2
Totals.....	109	88

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$14,019 00
Clerks, stenographers, salesmen, etc.....	3,920 00
Wage earners (including piece workers).....	127,812 00
Total.....	\$145,751 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	-----	-----	-----	-----	-----
\$4 to \$4.99.....	-----	-----	-----	-----	-----
\$5 to \$5.99.....	-----	2	-----	-----	2
\$6 to \$6.99.....	-----	12	-----	1	13
\$7 to \$7.99.....	-----	20	-----	1	21
\$8 to \$8.99.....	-----	23	-----	-----	23
\$9 to \$9.99.....	-----	6	-----	-----	6
\$10 to \$10.99.....	3	20	-----	-----	23
\$11 to \$11.99.....	1	2	-----	-----	3
\$12 to \$12.99.....	9	1	-----	-----	10
\$13 to \$13.99.....	22	-----	-----	-----	22
\$14 to \$14.99.....	18	-----	-----	-----	18
\$15 to \$17.99.....	27	-----	-----	-----	27
\$18 to \$20.99.....	11	-----	-----	-----	11
\$21 to \$24.99.....	13	-----	-----	-----	13
\$25 and over.....	5	-----	-----	-----	5
Totals.....	109	86	-----	2	197

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	78	73	151
February.....	81	82	163
March.....	90	119	209
April.....	126	155	281
May.....	123	169	292
June.....	121	182	303
July.....	127	222	349
August.....	135	208	343
September.....	133	122	355
October.....	106	99	205
November.....	117	101	218
December.....	109	88	197

TABLE No. 11. BOOTS AND SHOES.

(9 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	23	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	36	11
Under 18 years of age.....	1	-----
Totals.....	60	11
Wage earners:		
18 years of age and over.....	374	144
Under 18 years of age.....	21	13
Totals.....	395	157

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$47,840 00
Clerks, stenographers, salesmen, etc.....	46,964 00
Wage earners (including piece workers).....	293,777 00
Total.....	\$388,581 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	1	1	2	3	7
\$4 to \$4.99.....	-----	-----	1	1	2
\$5 to \$5.99.....	4	9	8	4	25
\$6 to \$6.99.....	12	13	6	2	33
\$7 to \$7.99.....	11	11	1	3	26
\$8 to \$8.99.....	10	20	-----	-----	30
\$9 to \$9.99.....	16	22	3	-----	41
\$10 to \$10.99.....	14	15	-----	-----	29
\$11 to \$11.99.....	9	12	-----	-----	21
\$12 to \$12.99.....	36	18	-----	-----	54
\$13 to \$13.99.....	26	8	-----	-----	34
\$14 to \$14.99.....	10	3	-----	-----	13
\$15 to \$17.99.....	85	8	-----	-----	93
\$18 to \$20.99.....	73	2	-----	-----	75
\$21 to \$24.99.....	43	1	-----	-----	44
\$25 and over.....	24	1	-----	-----	25
Totals.....	374	144	21	13	552

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	364	132	496
February.....	363	139	502
March.....	342	137	479
April.....	316	122	438
May.....	312	126	438
June.....	328	122	450
July.....	329	128	457
August.....	382	145	527
September.....	386	163	548
October.....	340	152	492
November.....	356	147	503
December.....	404	159	563

TABLE No. 12. BOXES, CARTONS, ETC., PAPER.
(17 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	36	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	37	17
Under 18 years of age.....	4	
Totals	77	17
Wage earners:		
18 years of age and over.....	214	420
Under 18 years of age.....	8	74
Totals	222	494

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$75,506 00
Clerks, stenographers, salesmen, etc.....	48,593 00
Wage earners (including piece workers).....	284,116 00
Total	\$408,215 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....				2	2
\$4 to \$4.99.....		1		6	7
\$5 to \$5.99.....		51	2	46	99
\$6 to \$6.99.....	1	153	1	11	166
\$7 to \$7.99.....	6	77	4	3	90
\$8 to \$8.99.....	8	41	1	4	54
\$9 to \$9.99.....	7	35		1	43
\$10 to \$10.99.....	12	26			38
\$11 to \$11.99.....	9	17			26
\$12 to \$12.99.....	26	10		1	37
\$13 to \$13.99.....	20	4			24
\$14 to \$14.99.....	14	1			15
\$15 to \$17.99.....	42	3			45
\$18 to \$20.99.....	36	1			37
\$21 to \$24.99.....	15				15
\$25 and over.....	18				18
Totals	214	420	8	74	716

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	194	400	594
February.....	198	389	587
March.....	202	382	584
April.....	202	373	575
May.....	206	374	580
June.....	204	382	586
July.....	213	355	568
August.....	212	399	611
September.....	215	424	639
October.....	216	465	681
November.....	228	529	757
December.....	223	489	712

TABLE No. 13. BOXES, WOOD.
(14 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	34	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	28	7
Under 18 years of age.....	-----	-----
Totals	62	7
Wage earners:		
18 years of age and over.....	489	19
Under 18 years of age.....	8	-----
Totals	497	19
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$67,787 00
Clerks, stenographers, salesmen, etc.....		38,418 00
Wage earners (including piece workers).....		354,709 00
Total		\$460,914 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....		1			1
\$5 to \$5.99.....		1			1
\$6 to \$6.99.....	1	1	2		4
\$7 to \$7.99.....	14		3		17
\$8 to \$8.99.....	12	7			19
\$9 to \$9.99.....	29	3	2		34
\$10 to \$10.99.....	32	5	1		38
\$11 to \$11.99.....	1				1
\$12 to \$12.99.....	61				61
\$13 to \$13.99.....	32				32
\$14 to \$14.99.....	10	1			11
\$15 to \$17.99.....	202				202
\$18 to \$20.99.....	50				50
\$21 to \$24.99.....	39				39
\$25 and over.....	6				6
Totals	489	19	8		516

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	354	3	357
February.....	362	3	365
March.....	484	3	487
April.....	508	3	511
May.....	517	3	520
June.....	523	3	526
July.....	580	3	583
August.....	582	3	585
September.....	604	3	607
October.....	549	3	552
November.....	510	3	513
December.....	456	3	459

TABLE No. 14. BRASS AND BRONZE PRODUCTS.
(9 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	21	2
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	18	3
Under 18 years of age.....	1	
Totals	40	5
Wage earners:		
18 years of age and over.....	170	9
Under 18 years of age.....	12	1
Totals	182	10
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$47,200 00
Clerks, stenographers, salesmen, etc.....		26,820 00
Wage earners (including piece workers).....		149,604 00
Total		\$223,624 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....	1				1
\$5 to \$5.99.....			4		4
\$6 to \$6.99.....	5		3		8
\$7 to \$7.99.....	3		4	1	8
\$8 to \$8.99.....		2	1		3
\$9 to \$9.99.....	2	4			6
\$10 to \$10.99.....	4	1			5
\$11 to \$11.99.....					
\$12 to \$12.99.....	8	1			9
\$13 to \$13.99.....	10				10
\$14 to \$14.99.....	5	1			6
\$15 to \$17.99.....	33				33
\$18 to \$20.99.....	37				37
\$21 to \$24.99.....	52				52
\$25 and over.....	10				10
Totals	170	9	12	1	192

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	188	9	197
February.....	199	10	209
March.....	222	11	233
April.....	211	11	222
May.....	209	11	220
June.....	188	13	201
July.....	188	9	197
August.....	189	8	197
September.....	181	10	191
October.....	168	10	178
November.....	188	10	198
December.....	182	10	192

TABLE No. 15. BRICK AND TILE.
(21 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	34	3
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	25	7
Under 18 years of age		
Totals	59	10
Wage earners:		
18 years of age and over	960	
Under 18 years of age	4	
Total	964	

Salary and wage payments—annual:	
Officers, superintendents and managers	\$79,260 00
Clerks, stenographers, salesmen, etc.	38,390 00
Wage earners (including piece workers)	734,053 00
Total	\$851,643 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99	1				1
\$6 to \$6.99	7		1		8
\$7 to \$7.99	12				12
\$8 to \$8.99					
\$9 to \$9.99	39		2		41
\$10 to \$10.99	116				116
\$11 to \$11.99					
\$12 to \$12.99	251				251
\$13 to \$13.99	195		1		196
\$14 to \$14.99	5				5
\$15 to \$17.99	232				232
\$18 to \$20.99	74				74
\$21 to \$24.99	23				23
\$25 and over	5				5
Totals	960		4		964

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	993		993
February	985		985
March	1,075		1,075
April	1,317		1,317
May	1,369		1,369
June	1,376		1,376
July	1,279		1,279
August	1,122		1,122
September	1,060		1,060
October	925		925
November	812		812
December	782		782

TABLE No. 16. BUTTER.
(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	21	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	15	10
Under 18 years of age.....		
Totals	36	10
Wage earners:		
18 years of age and over.....	174	23
Under 18 years of age.....	1	
Totals	175	23
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$36,227 00
Clerks, stenographers, salesmen, etc.....		24,652 00
Wage earners (including piece workers).....		199,885 00
Total		\$260,764 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....		1			1
\$8 to \$8.99.....	1	15	1		17
\$9 to \$9.99.....		2			2
\$10 to \$10.99.....	2				2
\$11 to \$11.99.....	3				3
\$12 to \$12.99.....	10	2			12
\$13 to \$13.99.....					
\$14 to \$14.99.....	6				6
\$15 to \$17.99.....	50	3			53
\$18 to \$20.99.....	37				37
\$21 to \$24.99.....	16				16
\$25 and over.....	49				49
Totals	174	23	1		198

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	164	20	184
February.....	153	18	171
March.....	173	20	193
April.....	196	23	219
May.....	210	23	233
June.....	219	24	243
July.....	220	25	245
August.....	212	29	241
September.....	202	22	224
October.....	197	21	218
November.....	183	21	204
December.....	165	24	189

TABLE No. 17. CANS, TIN.
(6 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	19	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	18	10
Under 18 years of age.....	-----	-----
Totals	37	10
Wage earners:		
18 years of age and over.....	710	99
Under 18 years of age.....	64	10
Totals	774	109
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$36,733 00
Clerks, stenographers, salesmen, etc.....		26,310 00
Wage earners (including piece workers).....		591,825 00
Total		\$654,368 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	-----	-----	-----	-----	-----
\$4 to \$4.99.....	-----	1	-----	-----	1
\$5 to \$5.99.....	-----	3	-----	-----	5
\$6 to \$6.99.....	11	13	9	3	36
\$7 to \$7.99.....	22	14	25	1	62
\$8 to \$8.99.....	22	16	5	-----	43
\$9 to \$9.99.....	72	17	23	4	116
\$10 to \$10.99.....	67	16	1	1	85
\$11 to \$11.99.....	62	10	-----	-----	72
\$12 to \$12.99.....	82	5	-----	-----	87
\$13 to \$13.99.....	113	2	-----	-----	115
\$14 to \$14.99.....	21	-----	-----	-----	21
\$15 to \$17.99.....	127	2	-----	-----	129
\$18 to \$20.99.....	37	-----	-----	-----	37
\$21 to \$24.99.....	37	-----	-----	-----	37
\$25 and over.....	37	-----	-----	-----	37
Totals	710	99	64	10	883

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	635	96	731
February.....	623	94	717
March.....	755	106	861
April.....	804	116	920
May.....	782	122	904
June.....	939	122	1,061
July.....	907	122	1,029
August.....	944	122	1,066
September.....	975	122	1,097
October.....	744	118	862
November.....	596	101	697
December.....	467	101	568

TABLE No. 18. CARBONATED BEVERAGES.
(9 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	18	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	6	6
Under 18 years of age.....	-----	-----
Totals.....	24	6
Wage earners:		
18 years of age and over.....	89	-----
Under 18 years of age.....	-----	-----
Total.....	89	-----
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$38,330 00
Clerks, stenographers, salesmen, etc.....		13,000 00
Wage earners (including piece workers).....		87,478 00
Total.....		\$138,808 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	-----	-----	-----	-----	-----
\$4 to \$4.99.....	-----	-----	-----	-----	-----
\$5 to \$5.99.....	-----	-----	-----	-----	-----
\$6 to \$6.99.....	-----	-----	-----	-----	-----
\$7 to \$7.99.....	-----	-----	-----	-----	-----
\$8 to \$8.99.....	-----	-----	-----	-----	-----
\$9 to \$9.99.....	-----	-----	-----	-----	-----
\$10 to \$10.99.....	-----	-----	-----	-----	-----
\$11 to \$11.99.....	-----	-----	-----	-----	-----
\$12 to \$12.99.....	13	-----	-----	-----	13
\$13 to \$13.99.....	4	-----	-----	-----	4
\$14 to \$14.99.....	2	-----	-----	-----	2
\$15 to \$17.99.....	23	-----	-----	-----	23
\$18 to \$20.99.....	18	-----	-----	-----	18
\$21 to \$24.99.....	19	-----	-----	-----	19
\$25 and over.....	10	-----	-----	-----	10
Totals.....	89	-----	-----	-----	89

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	88	-----	88
February.....	88	-----	88
March.....	86	-----	86
April.....	89	-----	89
May.....	100	-----	100
June.....	100	-----	100
July.....	107	-----	107
August.....	112	-----	112
September.....	121	-----	121
October.....	152	-----	152
November.....	112	-----	112
December.....	89	-----	89

TABLE No. 19. CARRIAGES AND WAGONS AND MATERIALS.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	11	3
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	1	
Under 18 years of age.....		
Totals.....	12	3
Wage earners:		
18 years of age and over.....	71	
Under 18 years of age.....	3	
Total.....	74	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$15,708 00
Clerks, stenographers, salesmen, etc.....		3,040 00
Wage earners (including piece workers).....		61,613 00
Total.....		\$80,361 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....			1		1
\$6 to \$6.99.....					
\$7 to \$7.99.....					
\$8 to \$8.99.....					
\$9 to \$9.99.....			1		1
\$10 to \$10.99.....			1		1
\$11 to \$11.99.....					
\$12 to \$12.99.....	2				2
\$13 to \$13.99.....	7				7
\$14 to \$14.99.....					
\$15 to \$17.99.....	15				15
\$18 to \$20.99.....	16				16
\$21 to \$24.99.....	26				26
\$25 and over.....	5				5
Totals.....	71		3		74

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	71		71
February.....	75		75
March.....	76		76
April.....	78		78
May.....	83		83
June.....	81		81
July.....	75		75
August.....	75		75
September.....	73		73
October.....	73		73
November.....	72		72
December.....	64		64

TABLE No. 20. CASKETS AND UNDERTAKERS' SUPPLIES.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	12	2
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	39	8
Under 18 years of age.....		1
Totals	51	11
Wage earners:		
18 years of age and over.....	103	29
Under 18 years of age.....		1
Totals	103	30
Salary and wage payments—annual:		
Officers, superintendents and managers.....	\$36,997	00
Clerks, stenographers, salesmen, etc.	40,504	00
Wage earners (including piece workers)	108,141	00
Total	\$185,642	00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....	1	5		1	7
\$7 to \$7.99.....	1	3			4
\$8 to \$8.99.....		6			6
\$9 to \$9.99.....	7	2			9
\$10 to \$10.99.....	2	2			4
\$11 to \$11.99.....		5			5
\$12 to \$12.99.....	9	2			11
\$13 to \$13.99.....	5				5
\$14 to \$14.99.....					
\$15 to \$17.99.....	17	2			19
\$18 to \$20.99.....	29	1			30
\$21 to \$24.99.....	28				28
\$25 and over.....	4	1			5
Totals	103	29		1	133

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	105	30	135
February.....	104	31	135
March.....	105	34	139
April.....	103	32	135
May.....	103	30	133
June.....	99	32	131
July.....	95	29	124
August.....	96	28	124
September.....	99	30	129
October.....	101	27	128
November.....	99	32	131
December.....	101	32	133

TABLE No. 21. CEMENT.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	50	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	272	24
Under 18 years of age.....	4	
Totals.....	326	25
Wage earners:		
18 years of age and over.....	2,891	
Under 18 years of age.....	3	
Total.....	2,894	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$203,253 00
Clerks, stenographers, salesmen, etc.		318,538 00
Wage earners (including piece workers).....		1,841,875 00
Total.....		\$2,364,266 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....					
\$8 to \$8.99.....	9				9
\$9 to \$9.99.....	20				20
\$10 to \$10.99.....	84	1			85
\$11 to \$11.99.....	305				305
\$12 to \$12.99.....	149				149
\$13 to \$13.99.....	318				318
\$14 to \$14.99.....	555	1			556
\$15 to \$17.99.....	601				601
\$18 to \$20.99.....	218				218
\$21 to \$24.99.....	434	1			435
\$25 and over.....	198				198
Totals.....	2,891	3			2,894

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	2,269	3	2,272
February.....	2,517	3	2,520
March.....	2,651	3	2,654
April.....	2,535	3	2,538
May.....	2,439	3	2,442
June.....	2,323	3	2,326
July.....	2,368	3	2,371
August.....	2,439	3	2,442
September.....	2,594	3	2,597
October.....	2,578	3	2,581
November.....	2,893	3	2,896
December.....	2,907	3	2,910

TABLE No. 22. CHEMICALS (including chemical fertilizers).
(17 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	31	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	69	17
Under 18 years of age.....		
Totals	100	17
Wage earners:		
18 years of age and over.....	341	11
Under 18 years of age.....		
Totals	341	11
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$70,995 00
Clerks, stenographers, salesmen, etc.....		90,049 00
Wage earners (including piece workers).....		268,378 00
Total		\$430,422 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....		2			2
\$8 to \$8.99.....					
\$9 to \$9.99.....	1	1			2
\$10 to \$10.99.....		2			2
\$11 to \$11.99.....		3			3
\$12 to \$12.99.....	23	3			26
\$13 to \$13.99.....	18				18
\$14 to \$14.99.....	27				27
\$15 to \$17.99.....	104				104
\$18 to \$20.99.....	15				15
\$21 to \$24.99.....	99				99
\$25 and over.....	54				54
Totals	341	11			352

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	307	11	318
February.....	310	11	321
March.....	314	11	325
April.....	311	11	322
May.....	293	11	304
June.....	307	11	318
July.....	283	11	294
August.....	262	11	273
September.....	305	11	316
October.....	326	11	337
November.....	326	11	337
December.....	341	11	352

TABLE No. 23. CLOTHING, MEN'S.
(17 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	28	5
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	65	29
Under 18 years of age.....	3	5
Totals	96	39
Wage earners:		
18 years of age and over.....	178	1,519
Under 18 years of age.....	9	34
Totals	187	1,553

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$78,010 00
Clerks, stenographers, salesmen, etc.....	120,617 00
Wage earners (including piece workers).....	860,073 00
Total	\$1,058,700 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....		92		1	96
\$4 to \$4.99.....		47		2	49
\$5 to \$5.99.....		78	1	3	82
\$6 to \$6.99.....	2	113	2	13	130
\$7 to \$7.99.....	3	137	2	7	149
\$8 to \$8.99.....	1	165	2	3	171
\$9 to \$9.99.....	10	192	1		203
\$10 to \$10.99.....	10	188		2	200
\$11 to \$11.99.....	1	140	1	3	145
\$12 to \$12.99.....	23	126			149
\$13 to \$13.99.....	7	78			85
\$14 to \$14.99.....	7	61			68
\$15 to \$17.99.....	25	69			94
\$18 to \$20.99.....	20	28			48
\$21 to \$24.99.....	57	3			60
\$25 and over.....	12	2			14
Totals	178	1,519	9	34	1,740

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	575	1,362	1,937
February.....	570	1,378	1,948
March.....	568	1,447	2,015
April.....	564	1,377	1,941
May.....	557	1,397	1,954
June.....	554	1,315	1,869
July.....	496	1,253	1,752
August.....	449	1,225	1,674
September.....	455	1,200	1,655
October.....	429	1,247	1,676
November.....	434	1,307	1,741
December.....	430	1,306	1,736

TABLE No. 24. CLOTHING, WOMEN'S.
(16 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	20	3
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	12	15
Under 18 years of age.....	1	
Totals	33	18
Wage earners:		
18 years of age and over.....	69	305
Under 18 years of age.....	1	6
Totals	70	311
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$48,595 00
Clerks, stenographers, salesmen, etc.....		\$22,282 00
Wage earners (including piece workers).....		206,146 00
Total		\$277,023 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4		1			1
\$4 to \$4.99		4		1	5
\$5 to \$5.99	1	15		3	19
\$6 to \$6.99		32			32
\$7 to \$7.99	2	28			30
\$8 to \$8.99	1	45		2	48
\$9 to \$9.99		38			38
\$10 to \$10.99		39			39
\$11 to \$11.99		21			21
\$12 to \$12.99	6	25			31
\$13 to \$13.99		11			11
\$14 to \$14.99	2	13			15
\$15 to \$17.99	11	24			35
\$18 to \$20.99	11	5	1		17
\$21 to \$24.99	13	2			15
\$25 and over.....	22	2			24
Totals	69	305	1	6	381

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	72	301	373
February	88	336	424
March	98	341	439
April	93	337	430
May	96	335	431
June	90	315	405
July	98	310	408
August	93	325	418
September	60	332	392
October	70	341	411
November	75	323	398
December	64	287	351

TABLE No. 25. CONFECTIONERY.
(28 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	56	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	171	55
Under 18 years of age		
Totals	227	56
Wage earners:		
18 years of age and over	668	1,111
Under 18 years of age	15	29
Totals	683	1,140

Salary and wage payments—annual:	
Officers, superintendents and managers	\$127,275 00
Clerks, stenographers, salesmen, etc.....	277,778 00
Wage earners (including piece workers)	785,965 00
Total	\$1,191,018 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99		1	1	4	6
\$5 to \$5.99		94	3	7	104
\$6 to \$6.99	4	227	4	7	242
\$7 to \$7.99	8	207	5	3	223
\$8 to \$8.99	13	164		8	185
\$9 to \$9.99	48	137	2		187
\$10 to \$10.99	69	112			181
\$11 to \$11.99	25	37			62
\$12 to \$12.99	94	56			150
\$13 to \$13.99	59	16			75
\$14 to \$14.99	27	16			43
\$15 to \$17.99	131	30			161
\$18 to \$20.99	99	11			110
\$21 to \$24.99	49	1			50
\$25 and over	42	2			44
Totals	668	1,111	15	29	1,823

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	582	812	1,394
February	596	811	1,407
March	617	835	1,452
April	611	809	1,420
May	616	887	1,503
June	599	825	1,424
July	591	828	1,419
August	640	881	1,521
September	659	910	1,569
October	688	939	1,627
November	719	1,006	1,725
December	696	1,141	1,837

TABLE No. 26. COOPERAGE AND WOODEN GOODS, NOT ELSEWHERE SPECIFIED.

(20 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers -----	30	1
Clerks, stenographers, salesmen, etc.: -----		
18 years of age and over -----	20	15
Under 18 years of age -----		
Totals -----	50	16
Wage earners:		
18 years of age and over -----	296	17
Under 18 years of age -----	10	5
Totals -----	306	22
Salary and wage payments—annual:		
Officers, superintendents and managers -----		\$49,813 00
Clerks, stenographers, salesmen, etc. -----		24,440 00
Wage earners (including piece workers) -----		255,376 00
Total -----		\$329,629 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4 -----					
\$4 to \$4.99 -----					
\$5 to \$5.99 -----	2	2	2		6
\$6 to \$6.99 -----	1	4	1	4	10
\$7 to \$7.99 -----	5	9	4	1	19
\$8 to \$8.99 -----	4	2	1		7
\$9 to \$9.99 -----	6				6
\$10 to \$10.99 -----	14		2		16
\$11 to \$11.99 -----	15				15
\$12 to \$12.99 -----	9				9
\$13 to \$13.99 -----	10				10
\$14 to \$14.99 -----	3				3
\$15 to \$17.99 -----	73				73
\$18 to \$20.99 -----	40				40
\$21 to \$24.99 -----	79				79
\$25 and over -----	35				35
Totals -----	296	17	10	5	328

Number of Wage Earners, by Months.

Month	Males	Females	Total
January -----	262	15	277
February -----	264	23	287
March -----	278	26	304
April -----	288	22	310
May -----	282	20	302
June -----	268	22	290
July -----	287	22	309
August -----	305	22	327
September -----	335	22	357
October -----	325	22	347
November -----	346	26	372
December -----	304	22	326

TABLE No. 27. ELECTRICAL MACHINERY, APPARATUS AND SUPPLIES.
(17 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	29	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	115	102
Under 18 years of age	4	-----
Totals	148	102
Wage earners:		
18 years of age and over	578	283
Under 18 years of age	16	38
Totals	594	321

Salary and wage payments—annual:	
Officers, superintendents and managers	\$78,249 00
Clerks, stenographers, salesmen, etc.	152,746 00
Wage earners (including piece workers)	483,541 00
Total	\$714,536 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4			1	-----	1
\$4 to \$4.99		4	-----	1	5
\$5 to \$5.99	1	5	3	3	12
\$6 to \$6.99	1	48	7	17	73
\$7 to \$7.99	15	112	2	3	132
\$8 to \$8.99	10	31	-----	7	48
\$9 to \$9.99	42	30	3	2	77
\$10 to \$10.99	138	29	-----	2	169
\$11 to \$11.99	20	7	-----	3	30
\$12 to \$12.99	135	15	-----	-----	150
\$13 to \$13.99	58	1	-----	-----	59
\$14 to \$14.99	8	-----	-----	-----	8
\$15 to \$17.99	47	-----	-----	-----	47
\$18 to \$20.99	28	1	-----	-----	29
\$21 to \$24.99	42	-----	-----	-----	42
\$25 and over	33	-----	-----	-----	33
Totals	578	283	16	38	915

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	569	274	873
February	567	263	830
March	563	229	792
April	533	246	779
May	517	257	774
June	573	270	843
July	547	280	827
August	577	326	903
September	582	340	922
October	561	332	893
November	582	311	893
December	594	321	915

TABLE No. 28. ENGINES, GAS, GASOLINE, ETC.
(10 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	30	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	48	9
Under 18 years of age.....		
Totals	78	9
Wage earners:		
18 years of age and over.....	415	
Under 18 years of age.....	18	
Total	433	

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$79,640 00
Clerks, stenographers, salesmen, etc.....	81,321 00
Wage earners (including piece workers).....	451,507 00
Total	\$612,468 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....			1		1
\$4 to \$4.99.....	5		2		7
\$5 to \$5.99.....	7		3		10
\$6 to \$6.99.....	1		9		10
\$7 to \$7.99.....	6				6
\$8 to \$8.99.....	9		1		10
\$9 to \$9.99.....	8				8
\$10 to \$10.99.....	9				9
\$11 to \$11.99.....	4				4
\$12 to \$12.99.....	15				15
\$13 to \$13.99.....	20				20
\$14 to \$14.99.....	2				2
\$15 to \$17.99.....	61				61
\$18 to \$20.99.....	27				27
\$21 to \$24.99.....	210				210
\$25 and over.....	31				31
Totals	415		16		431

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	528		528
February.....	516		516
March.....	525		525
April.....	517		517
May.....	540		540
June.....	537		537
July.....	533		533
August.....	486		486
September.....	440		440
October.....	428		428
November.....	446		446
December.....	433		433

TABLE No. 29. EXPLOSIVES.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	33	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	61	9
Under 18 years of age.....		
Totals	94	9
Wage earners:		
18 years of age and over.....	739	63
Under 18 years of age.....	12	
Totals	751	63

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$96,100 00
Clerks, stenographers, salesmen, etc.....	85,294 00
Wage earners (including piece workers).....	580,553 00
Total	\$761,947 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....	1				1
\$5 to \$5.99.....	1		1		2
\$6 to \$6.99.....	1	2	2		5
\$7 to \$7.99.....	7	38	3		48
\$8 to \$8.99.....	10	8	3		21
\$9 to \$9.99.....	35	4	2		41
\$10 to \$10.99.....	48		1		49
\$11 to \$11.99.....	84	2			86
\$12 to \$12.99.....	39	2			41
\$13 to \$13.99.....	48				48
\$14 to \$14.99.....	99	1			100
\$15 to \$17.99.....	156	1			157
\$18 to \$20.99.....	95	3			98
\$21 to \$24.99.....	87	2			89
\$25 and over.....	28				28
Totals	739	63	12		814

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	759	92	861
February.....	768	86	854
March.....	730	75	805
April.....	689	79	768
May.....	681	81	762
June.....	739	88	827
July.....	736	72	808
August.....	713	62	775
September.....	716	61	777
October.....	721	55	776
November.....	757	63	820
December.....	751	63	814

TABLE No. 30. FELT AND FELT PRODUCTS.
(3 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	5	1
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	4	11
Under 18 years of age.....		
Totals	9	12
Wage earners:		
18 years of age and over.....	170	49
Under 18 years of age.....	5	1
Totals	175	50
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$14,385 00
Clerks, stenographers, salesmen, etc.....		9,015 00
Wage earners (including piece workers).....		155,564 00
Total		\$178,964 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....		1			1
\$4 to \$4.99.....		1			1
\$5 to \$5.99.....	2	1			3
\$6 to \$6.99.....		5	1	1	7
\$7 to \$7.99.....	3	6	1		10
\$8 to \$8.99.....	3	16			19
\$9 to \$9.99.....	9	6	2		17
\$10 to \$10.99.....	10	4	1		15
\$11 to \$11.99.....	10	1			11
\$12 to \$12.99.....	7	2			9
\$13 to \$13.99.....	13	2			15
\$14 to \$14.99.....	9				9
\$15 to \$17.99.....	46	3			49
\$18 to \$20.99.....	35	1			36
\$21 to \$24.99.....	9				9
\$25 and over.....	14				14
Totals	170	49	5	1	225

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	171	54	225
February.....	173	68	241
March.....	177	85	262
April.....	176	97	273
May.....	166	101	267
June.....	166	115	281
July.....	165	117	282
August.....	162	72	234
September.....	164	79	243
October.....	165	85	250
November.....	169	69	238
December.....	160	53	213

TABLE No. 31. FLOUR MILL AND GRIST MILL PRODUCTS.
(29 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	71	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	360	59
Under 18 years of age	-----	-----
Totals	431	59
Wage earners:		
18 years of age and over	766	58
Under 18 years of age	10	-----
Totals	776	58
Salary and wage payments—annual:		
Officers, superintendents and managers		\$193,836 00
Clerks, stenographers, salesmen, etc.		513,304 00
Wage earners (including piece workers)		679,633 00
Total		\$1,386,773 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4	-----	-----	-----	-----	-----
\$4 to \$4.99	-----	-----	-----	-----	-----
\$5 to \$5.99	1	1	-----	-----	2
\$6 to \$6.99	-----	12	-----	-----	14
\$7 to \$7.99	1	15	4	-----	20
\$8 to \$8.99	-----	5	2	-----	7
\$9 to \$9.99	2	22	1	-----	25
\$10 to \$10.99	10	1	1	-----	12
\$11 to \$11.99	-----	-----	-----	-----	-----
\$12 to \$12.99	20	1	-----	-----	21
\$13 to \$13.99	32	-----	-----	-----	32
\$14 to \$14.99	13	-----	-----	-----	13
\$15 to \$17.99	382	1	-----	-----	383
\$18 to \$20.99	240	-----	-----	-----	240
\$21 to \$24.99	57	-----	-----	-----	57
\$25 and over	8	-----	-----	-----	8
Totals	766	58	10	-----	834

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	810	54	864
February	783	56	839
March	830	53	883
April	763	41	807
May	717	47	764
June	710	44	754
July	740	44	784
August	739	44	783
September	816	12	858
October	796	46	842
November	820	51	871
December	776	58	834

TABLE No. 32. FOOD PREPARATIONS.

(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers -----	17	1
Clerks, stenographers, salesmen, etc.: -----		
18 years of age and over -----	19	5
Under 18 years of age -----		
Totals -----	36	6
Wage earners:		
18 years of age and over -----	72	60
Under 18 years of age -----	6	6
Totals -----	78	66

Salary and wage payments—annual:	
Officers, superintendents and managers -----	\$33,394 00
Clerks, stenographers, salesmen, etc. -----	25,260 00
Wage earners (including piece workers) -----	80,753 00
Total -----	\$139,407 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4 -----					
\$4 to \$4.99 -----		1		1	2
\$5 to \$5.99 -----		18		1	20
\$6 to \$6.99 -----	1	10			11
\$7 to \$7.99 -----	1	11		3	18
\$8 to \$8.99 -----		4		1	14
\$9 to \$9.99 -----	1	12			10
\$10 to \$10.99 -----	4	6			1
\$11 to \$11.99 -----	1				13
\$12 to \$12.99 -----	10	1	2		3
\$13 to \$13.99 -----	3				2
\$14 to \$14.99 -----	2				32
\$15 to \$17.99 -----	31	1			9
\$18 to \$20.99 -----	9				7
\$21 to \$24.99 -----	7				2
\$25 and over -----	2				
Totals -----	72	60	6	6	144

Number of Wage Earners, by Months.

Month	Males	Females	Total
January -----	94	69	163
February -----	92	73	165
March -----	91	63	154
April -----	89	61	150
May -----	90	58	148
June -----	88	59	147
July -----	84	52	136
August -----	76	55	131
September -----	79	61	140
October -----	80	64	144
November -----	81	69	150
December -----	82	60	142

TABLE No. 33. FOUNDRY AND MACHINE SHOP PRODUCTS.

(106 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	225	4
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	374	101
Under 18 years of age	17	3
Totals	616	108
Wage earners:		
18 years of age and over	3,234	1
Under 18 years of age	88	
Totals	3,322	1

Salary and wage payments—annual:	
Officers, superintendents and managers	\$504,175 00
Clerks, stenographers, salesmen, etc.	560,262 00
Wage earners (including piece workers)	3,384,403 00
Total	\$4,448,840 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4	1		1		2
\$4 to \$4.99	8	1	14		23
\$5 to \$5.99	12		19		31
\$6 to \$6.99	41		21		62
\$7 to \$7.99	37		4		41
\$8 to \$8.99	33		2		35
\$9 to \$9.99	57		10		67
\$10 to \$10.99	76		9		85
\$11 to \$11.99	23		2		25
\$12 to \$12.99	137		3		140
\$13 to \$13.99	304				304
\$14 to \$14.99	136		1		137
\$15 to \$17.99	570		2		572
\$18 to \$20.99	481				481
\$21 to \$24.99	938				938
\$25 and over	380				380
Totals	3,234	1	88		3,323

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	3,689	7	3,696
February	3,774	7	3,781
March	3,909	4	3,913
April	3,962	4	3,966
May	4,074	8	4,082
June	3,863	9	3,872
July	3,683	11	3,694
August	3,572	7	3,579
September	3,393	4	3,397
October	3,386	2	3,388
November	3,370	2	3,372
December	3,281	2	3,283

TABLE No. 34. FURNITURE, BANK AND STORE FIXTURES, ETC.
(41 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	58	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	82	16
Under 18 years of age.....	1	1
Totals	141	17
Wage earners:		
18 years of age and over.....	966	13
Under 18 years of age.....	35	3
Totals	1,001	16
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$118,231 00
Clerks, stenographers, salesmen, etc.....		101,674 00
Wage earners (including piece workers).....		862,169 00
Total		\$1,062,074 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	1	1	-----	-----	2
\$4 to \$4.99.....	1	-----	-----	-----	1
\$5 to \$5.99.....	2	-----	-----	1	3
\$6 to \$6.99.....	6	4	2	-----	12
\$7 to \$7.99.....	11	-----	14	1	26
\$8 to \$8.99.....	6	-----	8	1	15
\$9 to \$9.99.....	32	3	6	-----	41
\$10 to \$10.99.....	21	2	3	-----	26
\$11 to \$11.99.....	4	-----	-----	-----	4
\$12 to \$12.99.....	82	-----	-----	-----	82
\$13 to \$13.99.....	30	-----	1	-----	31
\$14 to \$14.99.....	11	-----	-----	-----	11
\$15 to \$17.99.....	137	3	1	-----	141
\$18 to \$20.99.....	133	-----	-----	-----	133
\$21 to \$24.99.....	246	-----	-----	-----	246
\$25 and over.....	243	-----	-----	-----	243
Totals	966	13	35	3	1,017

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	883	15	898
February.....	959	16	975
March.....	913	15	928
April.....	973	16	989
May.....	937	15	952
June.....	951	16	967
July.....	961	14	975
August.....	982	15	997
September.....	1,018	14	1,032
October.....	1,040	14	1,054
November.....	977	15	992
December.....	995	17	1,012

TABLE No. 35. GAS (in containers).
(5 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	9	
Clerks, stenographers, salesmen, etc.: 18 years of age and over.....	21	9
Under 18 years of age.....		
Totals	30	9
Wage earners:		
18 years of age and over.....	38	
Under 18 years of age.....		
Total	38	

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$15,000 00
Clerks, stenographers, salesmen, etc.....	22,116 00
Wage earners (Including piece workers).....	33,805 00
Total	\$70,921 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99					
\$6 to \$6.99					
\$7 to \$7.99					
\$8 to \$8.99					
\$9 to \$9.99	1				1
\$10 to \$10.99	1				1
\$11 to \$11.99					
\$12 to \$12.99	3				3
\$13 to \$13.99	3				3
\$14 to \$14.99	1				1
\$15 to \$17.99	21				21
\$18 to \$20.99	3				3
\$21 to \$24.99	2				2
\$25 and over	3				3
Totals	38				38

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	39		39
February	38		38
March	36		36
April	34		34
May	39		39
June	36		36
July	40		40
August	38		38
September	39		39
October	38		38
November	38		38
December	38		38

TABLE No. 36. GAS AND ELECTRIC FIXTURES.

(10 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	27	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	48	23
Under 18 years of age.....	5	-----
Totals.....	80	23
Wage earners:		
18 years of age and over.....	198	4
Under 18 years of age.....	12	2
Totals.....	205	6
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$52,060 00
Clerks, stenographers, salesmen, etc.....		78,122 00
Wage earners (including piece workers).....		176,712 00
Total.....		\$306,894 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....	4		7	2	13
\$7 to \$7.99.....	8		4		12
\$8 to \$8.99.....	8				8
\$9 to \$9.99.....	8	3	1		12
\$10 to \$10.99.....	6	1			7
\$11 to \$11.99.....	3				3
\$12 to \$12.99.....	20				20
\$13 to \$13.99.....	14				14
\$14 to \$14.99.....	1				1
\$15 to \$17.99.....	27				27
\$18 to \$20.99.....	20				20
\$21 to \$24.99.....	49				49
\$25 and over.....	25				25
Totals.....	193	4	12	2	211

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	250	8	258
February.....	251	8	259
March.....	250	8	258
April.....	239	8	247
May.....	223	7	230
June.....	240	7	247
July.....	235	7	242
August.....	210	7	217
September.....	226	7	233
October.....	218	7	223
November.....	215	6	221
December.....	207	6	213

TABLE No. 37. GLASS, CUTTING AND ORNAMENTING (including mirrors).
(13 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	12	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	4	5
Under 18 years of age		
Totals	16	5
Wage earners:		
18 years of age and over	101	
Under 18 years of age	9	
Total	110	
Salary and wage payments—annual:		
Officers, superintendents and managers		\$13,268 00
Clerks, stenographers, salesmen, etc.		8,678 00
Wage earners (including piece workers)		92,716 00
Total		\$114,662 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99			1		1
\$5 to \$5.99					
\$6 to \$6.99			4		4
\$7 to \$7.99	1				1
\$8 to \$8.99	2		1		3
\$9 to \$9.99	3		2		5
\$10 to \$10.99	2		1		3
\$11 to \$11.99	2				2
\$12 to \$12.99	2				2
\$13 to \$13.99	6				6
\$14 to \$14.99	1				1
\$15 to \$17.99	10				10
\$18 to \$20.99	17				17
\$21 to \$24.99	43				43
\$25 and over	12				12
Totals	101		9		110

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	109		109
February	116		116
March	117		117
April	114		114
May	113		113
June	118		118
July	103		103
August	101		101
September	98		98
October	104		104
November	104		104
December	106		106

TABLE No. 38. GLOVES, LEATHER.
(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	35	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	59	30
Under 18 years of age	4	
Totals	98	31
Wage earners:		
18 years of age and over	182	234
Under 18 years of age	34	16
Totals	216	250

Salary and wage payments—annual:	
Officers, superintendents and managers	\$57,841 60
Clerks, stenographers, salesmen, etc.	52,840 00
Wage earners (including piece workers)	224,053 00
Total	\$334,734 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4		1		2	3
\$4 to \$4.99	1	10	4	3	18
\$5 to \$5.99		8	5	4	17
\$6 to \$6.99	2	17	7	4	30
\$7 to \$7.99	8	12	5		25
\$8 to \$8.99	6	66	3	1	76
\$9 to \$9.99	15	22	7		44
\$10 to \$10.99	14	38	3		55
\$11 to \$11.99	6	18			24
\$12 to \$12.99	17	18		2	37
\$13 to \$13.99	10	8			18
\$14 to \$14.99	13	5			18
\$15 to \$17.99	34	9			43
\$18 to \$20.99	43	2			45
\$21 to \$24.99	5				5
\$25 and over	8				8
Totals	182	234	34	16	466

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	202	259	461
February	204	263	467
March	207	260	467
April	208	263	471
May	207	261	468
June	216	264	480
July	210	261	471
August	208	262	470
September	207	263	470
October	205	258	463
November	201	259	460
December	204	257	461

TABLE No. 39. GLUE AND TALLOW.
(3 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	8	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	5	3
Under 18 years of age	-----	-----
Totals	13	3
Wage earners:		
18 years of age and over	77	-----
Under 18 years of age	-----	-----
Total	77	-----

Salary and wage payments—annual:	
Officers, superintendents and managers	\$16,700 00
Clerks, stenographers, salesmen, etc.	10,880 00
Wage earners (including piece workers)	61,332 00
Total	\$88,912 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4	-----	-----	-----	-----	-----
\$4 to \$4.99	-----	-----	-----	-----	-----
\$5 to \$5.99	-----	-----	-----	-----	-----
\$6 to \$6.99	-----	-----	-----	-----	-----
\$7 to \$7.99	-----	-----	-----	-----	-----
\$8 to \$8.99	-----	-----	-----	-----	-----
\$9 to \$9.99	1	-----	-----	-----	1
\$10 to \$10.99	8	-----	-----	-----	8
\$11 to \$11.99	-----	-----	-----	-----	-----
\$12 to \$12.99	5	-----	-----	-----	5
\$13 to \$13.99	14	-----	-----	-----	14
\$14 to \$14.99	-----	-----	-----	-----	-----
\$15 to \$17.99	24	-----	-----	-----	24
\$18 to \$20.99	10	-----	-----	-----	10
\$21 to \$24.99	12	-----	-----	-----	12
\$25 and over	3	-----	-----	-----	3
Totals	77	-----	-----	-----	77

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	75	-----	75
February	83	-----	83
March	91	-----	91
April	79	-----	79
May	81	-----	81
June	75	-----	75
July	79	-----	79
August	76	-----	76
September	75	-----	75
October	79	-----	79
November	81	-----	81
December	77	-----	77

TABLE No. 40. HATS AND CAPS, MEN'S.
(4 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	4	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	2	2
Under 18 years of age.....		
Totals	6	2
Wage earners:		
18 years of age and over.....	36	27
Under 18 years of age.....		
Totals	36	27
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$8,570 00
Clerks, stenographers, salesmen, etc.....		5,520 00
Wage earners (including piece workers).....		50,173 00
Total		\$64,263 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....		1			1
\$4 to \$4.99.....					
\$5 to \$5.99.....		1			1
\$6 to \$6.99.....					
\$7 to \$7.99.....		2			2
\$8 to \$8.99.....	1	2			3
\$9 to \$9.99.....		3			3
\$10 to \$10.99.....		2			2
\$11 to \$11.99.....		3			3
\$12 to \$12.99.....	8	2			10
\$13 to \$13.99.....		2			2
\$14 to \$14.99.....	1	3			4
\$15 to \$17.99.....	4	6			10
\$18 to \$20.99.....	5				5
\$21 to \$24.99.....	2				2
\$25 and over.....	15				15
Totals	36	27			63

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	35	25	60
February.....	35	26	61
March.....	35	27	62
April.....	35	27	62
May.....	36	26	62
June.....	36	26	62
July.....	36	27	63
August.....	35	27	62
September.....	36	27	63
October.....	35	27	62
November.....	36	27	63
December.....	36	27	63

TABLE No. 41. ICE, MANUFACTURED.
(8 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	23	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	13	4
Under 18 years of age.....		
Totals.....	36	4
Wage earners:		
18 years of age and over.....	191	
Under 18 years of age.....		
Total.....	191	

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$50,082 00
Clerks, stenographers, salesmen, etc.....	15,359 00
Wage earners (including piece workers).....	204,277 00
Total.....	\$269,718 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....					
\$8 to \$8.99.....					
\$9 to \$9.99.....					
\$10 to \$10.99.....					
\$11 to \$11.99.....					
\$12 to \$12.99.....	1				1
\$13 to \$13.99.....	7				7
\$14 to \$14.99.....	4				4
\$15 to \$17.99.....	62				62
\$18 to \$20.99.....	40				40
\$21 to \$24.99.....	60				60
\$25 and over.....	17				17
Totals.....	191				191

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	190		190
February.....	198		198
March.....	209		209
April.....	234		234
May.....	252		252
June.....	264		264
July.....	312		312
August.....	322		322
September.....	326		326
October.....	274		274
November.....	251		251
December.....	208		208

TABLE No. 42. IRON AND STEEL, FORGINGS, BOLTS AND NUTS.
(5 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	13	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	25	3
Under 18 years of age.....	2	
Totals.....	40	3
Wage earners:		
18 years of age and over.....	222	
Under 18 years of age.....	30	
Total.....	252	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$32,700 00
Clerks, stenographers, salesmen, etc.....		33,140 00
Wage earners (including piece workers).....		248,940 00
Total.....		\$314,780 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....	1		2		3
\$8 to \$8.99.....	1		4		5
\$9 to \$9.99.....	4		10		14
\$10 to \$10.99.....	16		1		17
\$11 to \$11.99.....	2		9		11
\$12 to \$12.99.....	28		1		29
\$13 to \$13.99.....	16		1		17
\$14 to \$14.99.....	9		2		11
\$15 to \$17.99.....	42				42
\$18 to \$20.99.....	29				29
\$21 to \$24.99.....	29				29
\$25 and over.....	45				45
Totals.....	222		30		252

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	305		305
February.....	311		311
March.....	340		340
April.....	323		323
May.....	343		343
June.....	324		324
July.....	332		332
August.....	258		258
September.....	306		306
October.....	279		279
November.....	249		249
December.....	253		253

TABLE No. 43. IRON AND STEEL, STRUCTURAL AND ORNAMENTAL.
(21 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	60	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	83	20
Under 18 years of age	11	1
Totals	154	21
Wage earners:		
18 years of age and over	1,193	10
Under 18 years of age	23	
Totals	1,216	10

Salary and wage payments—annual:	
Officers, superintendents and managers	\$156,988 00
Clerks, stenographers, salesmen, etc.	112,506 00
Wage earners (including piece workers)	1,036,818 00
Total	\$1,306,402 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4		2			2
\$4 to \$4.99		5			5
\$5 to \$5.99			6		6
\$6 to \$6.99	3	3	6		12
\$7 to \$7.99	11		1		12
\$8 to \$8.99	4		4		8
\$9 to \$9.99	5		2		7
\$10 to \$10.99	13		1		14
\$11 to \$11.99	5				5
\$12 to \$12.99	186		2		188
\$13 to \$13.99	77		1		78
\$14 to \$14.99	86				86
\$15 to \$17.99	233				233
\$18 to \$20.99	244				244
\$21 to \$24.99	162				162
\$25 and over	164				164
Totals	1,193	10	23		1,226

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	1,162		1,162
February	1,193		1,193
March	1,180	6	1,186
April	1,243	8	1,251
May	1,322	12	1,334
June	1,295	8	1,303
July	1,185	9	1,194
August	1,151	9	1,160
September	1,155	8	1,163
October	1,165	7	1,172
November	1,152	7	1,159
December	1,211	10	1,221

TABLE No. 44. JEWELRY.
(11 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	14	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	29	13
Under 18 years of age	1	1
Totals	44	14
Wage earners:		
18 years of age and over	368	52
Under 18 years of age	46	8
Totals	414	60
 Salary and wage payments—annual:		
Officers, superintendents and managers		\$26,275 00
Clerks, stenographers, salesmen, etc.		43,144 00
Wage earners (including piece workers)		414,754 00
Total		\$484,173 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4			2		2
\$4 to \$4.99			1		1
\$5 to \$5.99	2		15		17
\$6 to \$6.99	4	3	12	5	24
\$7 to \$7.99	9	6	5	1	21
\$8 to \$8.99	6	11	2	1	20
\$9 to \$9.99	9	5	2		16
\$10 to \$10.99	7	4	3	1	15
\$11 to \$11.99	3		2		5
\$12 to \$12.99	14	3	2		19
\$13 to \$13.99	13	2			15
\$14 to \$14.99	23	6			29
\$15 to \$17.99	33	11			44
\$18 to \$20.99	63	1			64
\$21 to \$24.99	79				79
\$25 and over	103				103
Totals	368	52	46	8	474

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	424	53	477
February	410	54	464
March	399	56	455
April	384	56	440
May	380	55	435
June	396	52	450
July	371	51	422
August	366	51	417
September	401	52	453
October	414	53	467
November	409	56	465
December	415	61	476

TABLE No. 45. KNIT GOODS.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	8	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	35	14
Under 18 years of age		
Totals	43	15
Wage earners:		
18 years of age and over	45	306
Under 18 years of age	2	8
Totals	47	314

Salary and wage payments—annual:	
Officers, superintendents and managers	\$16,440 00
Clerks, stenographers, salesmen, etc.	48,287 00
Wage earners (including piece workers)	177,927 00
Total	\$242,654 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99		10		1	11
\$5 to \$5.99	2	43	1	5	51
\$6 to \$6.99	2	50		1	53
\$7 to \$7.99	2	40	1		43
\$8 to \$8.99	1	54			55
\$9 to \$9.99	1	32			33
\$10 to \$10.99	1	9			10
\$11 to \$11.99	4	25		1	30
\$12 to \$12.99		11			11
\$13 to \$13.99		11			11
\$14 to \$14.99	10	16			26
\$15 to \$17.99	3	2			5
\$18 to \$20.99	9	1			10
\$21 to \$24.99	10	2			12
\$25 and over					
Totals	45	306	2	8	361

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	45	310	355
February	44	299	343
March	40	298	338
April	42	313	355
May	44	351	395
June	43	333	376
July	42	316	358
August	36	289	325
September	40	288	328
October	39	307	346
November	46	323	369
December	46	317	363

TABLE No. 46. LEATHER GOODS.
(19 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	38	1
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	81	25
Under 18 years of age.....	4	2
Totals	123	28
Wage earners:		
18 years of age and over.....	214	112
Under 18 years of age.....	9	9
Totals	223	121
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$70,344 00
Clerks, stenographers, salesmen, etc.....		102,447 00
Wage earners (including piece workers).....		196,461 00
Total		\$369,252 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....		2		3	5
\$5 to \$5.99.....		4	2		6
\$6 to \$6.99.....		12	3		15
\$7 to \$7.99.....	3	19	2	6	30
\$8 to \$8.99.....	5	18	2		25
\$9 to \$9.99.....	12	21			33
\$10 to \$10.99.....	7	18			25
\$11 to \$11.99.....	4	5			9
\$12 to \$12.99.....	13	8			21
\$13 to \$13.99.....	18	2			20
\$14 to \$14.99.....	10	2			12
\$15 to \$17.99.....	44	1			45
\$18 to \$20.99.....	55				55
\$21 to \$24.99.....	34				34
\$25 and over.....	9				9
Totals	214	112	9	9	344

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	212	88	300
February.....	218	77	295
March.....	219	78	297
April.....	203	88	291
May.....	195	98	293
June.....	195	100	295
July.....	186	103	289
August.....	183	95	278
September.....	198	114	312
October.....	212	122	334
November.....	220	138	358
December.....	221	130	351

TABLE No. 47. LIQUORS, DISTILLED.
(10 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	29	
Clerks, stenographers, salesmen, etc.: 18 years of age and over.....	54	6
Under 18 years of age.....		
Totals	83	6
Wage earners:		
18 years of age and over.....	138	4
Under 18 years of age.....		1
Totals	138	5
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$69,802 00
Clerks, stenographers, salesmen, etc.....		53,488 00
Wage earners (including piece workers).....		114,779 00
Total		\$238,019 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....		1			1
\$7 to \$7.99.....	1				1
\$8 to \$8.99.....		1			1
\$9 to \$9.99.....		1			1
\$10 to \$10.99.....					
\$11 to \$11.99.....					
\$12 to \$12.99.....	10	1			11
\$13 to \$13.99.....	13				13
\$14 to \$14.99.....	13				13
\$15 to \$17.99.....	34	1			35
\$18 to \$20.99.....	34				34
\$21 to \$24.99.....	15				15
\$25 and over.....	18				18
Totals	138	5			143

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	116	5	121
February	120	5	125
March	125	5	130
April	108	5	113
May	119	4	123
June	123	4	127
July	124	5	129
August	142	6	148
September	147	6	153
October	158	6	164
November	143	6	149
December	135	5	140

TABLE No. 48. LIQUORS, MALT.
(48 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	123	1
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	197	27
Under 18 years of age.....	9	1
Totals.....	329	29
Wage earners:		
18 years of age and over.....	1,460	
Under 18 years of age.....	3	
Total.....	1,463	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$438,319 00
Clerks, stenographers, salesmen, etc.....		298,196 00
Wage earners (including piece workers).....		1,751,814 00
Total.....		\$2,488,329 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....					
\$8 to \$8.99.....					
\$9 to \$9.99.....					
\$10 to \$10.99.....					
\$11 to \$11.99.....					
\$12 to \$12.99.....	10				10
\$13 to \$13.99.....	4	1			5
\$14 to \$14.99.....	1	1			2
\$15 to \$17.99.....	52	1			53
\$18 to \$20.99.....	216				216
\$21 to \$24.99.....	549				549
\$25 and over.....	628				628
Totals.....	1,460	3			1,463

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	1,353		1,353
February.....	1,375		1,375
March.....	1,391		1,391
April.....	1,425		1,425
May.....	1,480		1,480
June.....	1,489		1,489
July.....	1,533		1,533
August.....	1,522		1,522
September.....	1,538		1,538
October.....	1,506		1,506
November.....	1,469		1,469
December.....	1,460		1,460

TABLE No. 49. LIQUORS, VINOUS.
(68 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	102	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	121	36
Under 18 years of age	1	
Totals	224	37
Wage earners:		
18 years of age and over	915	18
Under 18 years of age	1	
Totals	916	18
Salary and wage payments—annual:		
Officers, superintendents and managers		\$234,020 00
Clerks, stenographers, salesmen, etc.		159,905 00
Wage earners (including piece workers) ..		537,713 00
Total		\$931,638 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99		1	1		2
\$5 to \$5.99					
\$6 to \$6.99	1	1			2
\$7 to \$7.99	3	5			8
\$8 to \$8.99	34	2			36
\$9 to \$9.99	15	2			17
\$10 to \$10.99	179	3			182
\$11 to \$11.99	33	1			34
\$12 to \$12.99	151				151
\$13 to \$13.99	135				135
\$14 to \$14.99	15	3			18
\$15 to \$17.99	243				243
\$18 to \$20.99	45				45
\$21 to \$24.99	41				41
\$25 and over	20				20
Totals	915	18	1		934

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	679	11	690
February	697	12	709
March	689	13	702
April	666	11	677
May	646	10	656
June	599	10	609
July	580	11	591
August	708	10	718
September	1,550	15	1,565
October	1,627	15	1,642
November	1,205	10	1,215
December	785	10	795

TABLE No. 50. LUMBER INDUSTRY—PLANING MILLS.
(53 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	82	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	91	15
Under 18 years of age	3	-----
Totals	176	15
Wage earners:		
18 years of age and over	1,306	-----
Under 18 years of age	30	-----
Total	1,336	-----

Salary and wage payments—annual:		
Officers, superintendents and managers		\$167,908 00
Clerks, stenographers, salesmen, etc.		150,316 00
Wage earners (including piece workers)		1,218,914 00
Total		\$1,537,138 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4	1	-----	-----	-----	1
\$4 to \$4.99	1	-----	-----	-----	1
\$5 to \$5.99	-----	-----	-----	-----	-----
\$6 to \$6.99	3	-----	1	-----	4
\$7 to \$7.99	6	-----	3	-----	9
\$8 to \$8.99	2	-----	-----	-----	2
\$9 to \$9.99	9	-----	16	-----	25
\$10 to \$10.99	27	-----	7	-----	34
\$11 to \$11.99	15	-----	-----	-----	15
\$12 to \$12.99	85	-----	1	-----	86
\$13 to \$13.99	93	-----	-----	-----	93
\$14 to \$14.99	43	-----	-----	-----	43
\$15 to \$17.99	364	-----	2	-----	366
\$18 to \$20.99	191	-----	-----	-----	191
\$21 to \$24.99	255	-----	-----	-----	255
\$25 and over	211	-----	-----	-----	211
Totals	1,306	-----	30	-----	1,336

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	1,383	-----	1,383
February	1,406	-----	1,406
March	1,373	-----	1,373
April	1,393	-----	1,393
May	1,524	-----	1,524
June	1,450	-----	1,450
July	1,372	-----	1,372
August	1,278	-----	1,278
September	1,324	-----	1,324
October	1,285	-----	1,285
November	1,261	-----	1,261
December	1,282	-----	1,282

TABLE No. 51. LUMBER INDUSTRY—SASH AND DOOR MILLS, AND HOUSE FINISH.
(48 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers -----	94	1
Clerks, stenographers, salesmen, etc.: -----		
18 years of age and over -----	187	28
Under 18 years of age -----	1	
Totals -----	282	29
Wage earners:		
18 years of age and over -----	2,188	
Under 18 years of age -----	68	
Total -----	2,256	

Salary and wage payments—annual:	
Officers, superintendents and managers -----	\$210,333 00
Clerks, stenographers, salesmen, etc. -----	249,037 00
Wage earners (including piece workers) -----	2,244,249 00
Total -----	\$2,703,619 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4 -----					
\$4 to \$4.99 -----	1				1
\$5 to \$5.99 -----					
\$6 to \$6.99 -----	5		7		12
\$7 to \$7.99 -----	15		23		38
\$8 to \$8.99 -----	2		3		5
\$9 to \$9.99 -----	65		22		87
\$10 to \$10.99 -----	82		5		87
\$11 to \$11.99 -----	3				3
\$12 to \$12.99 -----	219		7		226
\$13 to \$13.99 -----	199		1		200
\$14 to \$14.99 -----	17				17
\$15 to \$17.99 -----	328				328
\$18 to \$20.99 -----	373				373
\$21 to \$24.99 -----	504				504
\$25 and over -----	375				375
Totals -----	2,188		68		2,256

Number of Wage Earners, by Months.

Month	Males	Females	Total
January -----	2,664		2,664
February -----	2,672		2,672
March -----	2,656		2,656
April -----	2,577		2,577
May -----	2,554		2,554
June -----	2,536		2,536
July -----	2,488		2,488
August -----	2,453		2,453
September -----	2,524		2,524
October -----	2,408		2,408
November -----	2,355		2,355
December -----	2,251		2,251

TABLE No. 52. LUMBER INDUSTRY—SAW MILLS AND LOGGING OPERATIONS.

(52 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	176	2
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	289	28
Under 18 years of age.....	1	
Totals.....	466	30
Wage earners:		
18 years of age and over.....	8,682	146
Under 18 years of age.....	76	13
Totals.....	8,758	159
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$561,741 00
Clerks, stenographers, salesmen, etc.....		402,219 00
Wage earners (including piece workers).....		8,337,656 00
Total.....		\$9,301,616 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....	2				2
\$4 to \$4.99.....	2		1		3
\$5 to \$5.99.....	3	1		1	5
\$6 to \$6.99.....	9	81	17	10	117
\$7 to \$7.99.....	18	13	8		39
\$8 to \$8.99.....	72	6	6		84
\$9 to \$9.99.....	152	8	7		167
\$10 to \$10.99.....	512	16	25	2	555
\$11 to \$11.99.....	400	8	3		411
\$12 to \$12.99.....	1,138	3	6		1,147
\$13 to \$13.99.....	1,220	2	3		1,225
\$14 to \$14.99.....	406				406
\$15 to \$17.99.....	2,219	6			2,225
\$18 to \$20.99.....	1,282	1			1,283
\$21 to \$24.99.....	682				682
\$25 and over.....	565	1			566
Totals.....	8,682	146	76	13	8,917

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	7,825	99	7,924
February.....	8,056	106	8,162
March.....	9,268	117	9,385
April.....	12,390	117	12,507
May.....	13,997	114	14,111
June.....	14,120	131	14,251
July.....	14,688	137	14,825
August.....	13,837	135	13,972
September.....	13,025	122	13,147
October.....	11,496	126	11,622
November.....	9,583	125	9,708
December.....	7,775	153	7,928

TABLE No. 53. LUMBER INDUSTRY—SHINGLE MILLS.
(6 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	7	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....		3
Under 18 years of age.....		
Totals	7	3
Wage earners:		
18 years of age and over.....	226	
Under 18 years of age.....		
Total	226	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$7,430 00
Clerks, stenographers, salesmen, etc.....		1,705 00
Wage earners (including piece workers).....		78,774 00
Total		\$87,909 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....					
\$8 to \$8.99.....					
\$9 to \$9.99.....	4				4
\$10 to \$10.99.....	8				8
\$11 to \$11.99.....	3				3
\$12 to \$12.99.....	8				8
\$13 to \$13.99.....	21				21
\$14 to \$14.99.....	16				16
\$15 to \$17.99.....	74				74
\$18 to \$20.99.....	64				64
\$21 to \$24.99.....	20				20
\$25 and over.....	8				8
Totals	226				226

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	113		113
February.....	101		101
March.....	128		128
April.....	143		143
May.....	172		172
June.....	190		190
July.....	139		139
August.....	120		120
September.....	169		169
October.....	193		193
November.....	148		148
December.....	74		74

TABLE No. 54. MARBLE AND STONE WORK.
(12 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	19	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	28	5
Under 18 years of age.....		
Totals	47	5
Wage earners:		
18 years of age and over.....	272	
Under 18 years of age.....	2	
Total	274	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$30,915 00
Clerks, stenographers, salesmen, etc.....		36,665 00
Wage earners (including piece workers).....		304,861 00
Total		\$372,441 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....					
\$8 to \$8.99.....			1		1
\$9 to \$9.99.....			1		1
\$10 to \$10.99.....	3				3
\$11 to \$11.99.....					
\$12 to \$12.99.....	5				5
\$13 to \$13.99.....	8				8
\$14 to \$14.99.....	4				4
\$15 to \$17.99.....	47				47
\$18 to \$20.99.....	34				34
\$21 to \$24.99.....	73				73
\$25 and over.....	98				98
Totals	272		2		274

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	271		271
February.....	275		275
March.....	325		325
April.....	345		345
May.....	378		378
June.....	342		342
July.....	310		310
August.....	264		264
September.....	280		280
October.....	273		273
November.....	251		251
December.....	258		258

TABLE No. 55. MATTRESSES AND SPRING BEDS.
(11 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	22	2
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	41	16
Under 18 years of age		
Totals	63	18
Wage earners:		
18 years of age and over	355	56
Under 18 years of age	18	1
Totals	373	57

Salary and wage payments—annual:	
Officers, superintendents and managers	\$50,140 00
Clerks, stenographers, salesmen, etc.	56,186 00
Wage earners (including piece workers)	301,220 00
Total	\$407,546 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99	1				1
\$5 to \$5.99					
\$6 to \$6.99	2	2	5	1	10
\$7 to \$7.99	4	1	4		9
\$8 to \$8.99	6	6	4		16
\$9 to \$9.99	14	7	2		23
\$10 to \$10.99	15	8	1		24
\$11 to \$11.99	5	10			15
\$12 to \$12.99	50	6	2		58
\$13 to \$13.99	36	10			46
\$14 to \$14.99	23	1			24
\$15 to \$17.99	57	3			60
\$18 to \$20.99	53	1			54
\$21 to \$24.99	69				69
\$25 and over	20	1			21
Totals	355	56	18	1	430

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	403	63	466
February	405	63	468
March	391	63	454
April	392	57	449
May	379	57	436
June	374	58	432
July	381	55	436
August	388	54	442
September	380	57	437
October	414	59	473
November	423	60	483
December	373	57	430

TABLE No. 56. METAL SIGNS, STENCILS AND RUBBER STAMPS.
(8 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	19	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	32	6
Under 18 years of age	7	
Totals	48	6
Wage earners:		
18 years of age and over	81	8
Under 18 years of age	5	2
Totals	86	10
Salary and wage payments—annual:		
Officers, superintendents and managers		\$43,300 00
Clerks, stenographers, salesmen, etc.		37,453 00
Wage earners (including piece workers)		79,346 00
Total		\$160,099 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99					
\$6 to \$6.99			2		2
\$7 to \$7.99		2			2
\$8 to \$8.99	2		2	2	6
\$9 to \$9.99	3	1			4
\$10 to \$10.99	1	1			2
\$11 to \$11.99					
\$12 to \$12.99	2	2	1		5
\$13 to \$13.99	4	1			5
\$14 to \$14.99					
\$15 to \$17.99	18	1			19
\$18 to \$20.99	19				19
\$21 to \$24.99	9				9
\$25 and over	23				23
Totals	81	8	5	2	96

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	72	8	80
February	78	10	88
March	76	9	85
April	74	9	83
May	74	7	81
June	75	8	83
July	72	8	80
August	73	8	81
September	71	10	81
October	76	10	86
November	75	14	89
December	85	10	95

TABLE No. 57. MILLINERY.
(5 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	4	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	5	2
Under 18 years of age	1	
Totals	10	2
Wage earners:		
18 years of age and over	50	76
Under 18 years of age	2	1
Totals	52	77
Salary and wage payments—annual:		
Officers, superintendents and managers		\$11,800 00
Clerks, stenographers, salesmen, etc.		6,373 00
Wage earners (including piece workers)		89,066 00
Total		\$107,239 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					6
\$5 to \$5.99		6			6
\$6 to \$6.99		4	1		5
\$7 to \$7.99	1	2		1	4
\$8 to \$8.99		4	1		5
\$9 to \$9.99	2	7			9
\$10 to \$10.99	2	7			9
\$11 to \$11.99	1	3			4
\$12 to \$12.99	2	5			7
\$13 to \$13.99	2	2			4
\$14 to \$14.99	2	2			4
\$15 to \$17.99	13	11			24
\$18 to \$20.99	5	14			19
\$21 to \$24.99	16	5			21
\$25 and over	4	4			8
Totals	50	76	2	1	129

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	53	100	153
February	62	137	199
March	69	140	209
April	58	90	148
May	50	54	104
June	48	27	75
July	62	45	107
August	57	70	127
September	50	48	98
October	51	68	119
November	53	54	107
December	49	72	121

TABLE No. 58. OIL STOVES AND OIL BURNING EQUIPMENT.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	11	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	8	6
Under 18 years of age.....		
Totals	19	6
Wage earners:		
18 years of age and over.....	72	
Under 18 years of age.....	1	
Total	73	

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$15,310 00
Clerks, stenographers, salesmen, etc.....	22,686 00
Wage earners (including piece workers).....	68,339 00
Total	\$106,345 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....			1		1
\$8 to \$8.99.....					
\$9 to \$9.99.....	1				1
\$10 to \$10.99.....	1				1
\$11 to \$11.99.....					
\$12 to \$12.99.....	2				2
\$13 to \$13.99.....	2				2
\$14 to \$14.99.....					
\$15 to \$17.99.....	8				8
\$18 to \$20.99.....	17				17
\$21 to \$24.99.....	37				37
\$25 and over.....	4				4
Totals	72		1		73

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	60		60
February	63		63
March	67		67
April	65		65
May	78		78
June	76		76
July	74		74
August	73		73
September	61		61
October	71		71
November	69		69
December	73		73

TABLE No. 59. OIL WELL TOOLS AND SUPPLIES.
(9 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	25	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	41	17
Under 18 years of age.....	2	
Totals	68	17
Wage earners:		
18 years of age and over.....	396	
Under 18 years of age.....	10	
Total	406	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$71,740 00
Clerks, stenographers, salesmen, etc.....		65,727 00
Wage earners (including piece workers).....		512,781 00
Total		\$650,248 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....	1				1
\$6 to \$6.99.....	4		2		6
\$7 to \$7.99.....	2		3		5
\$8 to \$8.99.....					
\$9 to \$9.99.....			2		2
\$10 to \$10.99.....	2				2
\$11 to \$11.99.....	1				1
\$12 to \$12.99.....	4				4
\$13 to \$13.99.....	10				10
\$14 to \$14.99.....	2		3		5
\$15 to \$17.99.....	144				144
\$18 to \$20.99.....	40				40
\$21 to \$24.99.....	106				106
\$25 and over.....	80				80
Totals	396		10		406

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	570		570
February.....	543		543
March.....	582		582
April.....	617		617
May.....	617		617
June.....	592		592
July.....	574		574
August.....	528		528
September.....	480		480
October.....	455		455
November.....	413		413
December.....	396		396

TABLE No. 60. PAINT AND VARNISH.
(13 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	30	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	39	12
Under 18 years of age.....		
Totals.....	69	12
Wage earners:		
18 years of age and over.....	315	19
Under 18 years of age.....	2	4
Totals.....	317	23
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$85,640 00
Clerks, stenographers, salesmen, etc.....		78,524 00
Wage earners (including piece workers).....		283,808 00
Total.....		\$447,967 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....	1				1
\$7 to \$7.99.....		5		2	7
\$8 to \$8.99.....		2		1	3
\$9 to \$9.99.....	2	6		1	9
\$10 to \$10.99.....	3	2	2		7
\$11 to \$11.99.....	2				2
\$12 to \$12.99.....	21	1			22
\$13 to \$13.99.....	80	1			81
\$14 to \$14.99.....	19				19
\$15 to \$17.99.....	105	1			106
\$18 to \$20.99.....	37				37
\$21 to \$24.99.....	34	1			35
\$25 and over.....	11				11
Totals.....	315	19	2	4	340

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	304	22	326
February.....	351	22	373
March.....	322	24	346
April.....	349	25	374
May.....	354	22	376
June.....	338	23	361
July.....	357	27	384
August.....	375	26	401
September.....	350	27	377
October.....	337	29	366
November.....	328	31	359
December.....	315	23	338

TABLE No. 61. PAPER AND PAPER BOARD.
(6 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	17	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	11	24
Under 18 years of age.....		
Totals	28	24
Wage earners:		
18 years of age and over.....	437	60
Under 18 years of age.....	8	27
Totals	445	87
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$41,665 00
Clerks, stenographers, salesmen, etc.....		31,884 00
Wage earners (including piece workers).....		363,929 00
Total		\$437,478 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99				1	1
\$6 to \$6.99		26	1	17	44
\$7 to \$7.99	2	16	3	6	27
\$8 to \$8.99	5	7	3	2	17
\$9 to \$9.99	2	5		1	8
\$10 to \$10.99	6	2	1		9
\$11 to \$11.99	35	3			38
\$12 to \$12.99	58				58
\$13 to \$13.99	55	1			56
\$14 to \$14.99	50				50
\$15 to \$17.99	88				88
\$18 to \$20.99	61				61
\$21 to \$24.99	38				38
\$25 and over.....	37				37
Totals	437	60	8	27	532

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	385	73	458
February	378	76	454
March	418	76	494
April	412	79	491
May	506	71	577
June	422	70	492
July	408	79	487
August	429	75	504
September	427	77	504
October	434	103	537
November	501	102	603
December	465	102	567

TABLE No. 62. PATENT MEDICINES AND COMPOUNDS AND DRUG-GISTS' PREPARATIONS.
(14 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	20	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	69	38
Under 18 years of age.....	5	1
Totals.....	94	39
Wage earners:		
18 years of age and over.....	98	119
Under 18 years of age.....	5	10
Totals.....	103	129
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$50,412 00
Clerks, stenographers, salesmen, etc.....		73,275 00
Wage earners (including piece workers).....		111,346 00
Total.....		\$235,033 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					-----
\$4 to \$4.99.....	1	1			2
\$5 to \$5.99.....					-----
\$6 to \$6.99.....	9	7		2	18
\$7 to \$7.99.....	2	29	1	4	36
\$8 to \$8.99.....	3	17	1	3	24
\$9 to \$9.99.....	3	27			30
\$10 to \$10.99.....	15	11	2	1	29
\$11 to \$11.99.....	2	8			10
\$12 to \$12.99.....	15	7			22
\$13 to \$13.99.....	8	5			13
\$14 to \$14.99.....	4	1			5
\$15 to \$17.99.....	14	4	1		19
\$18 to \$20.99.....	6	2			8
\$21 to \$24.99.....	4				4
\$25 and over.....	12				12
Totals.....	98	119	5	10	232

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	87	129	216
February.....	90	140	230
March.....	89	135	224
April.....	92	128	220
May.....	89	138	227
June.....	92	136	228
July.....	88	128	216
August.....	83	129	212
September.....	81	124	205
October.....	85	139	224
November.....	89	135	224
December.....	96	131	229

TABLE No. 63. PHOTO-ENGRAVING, ELECTROTYPING AND STEREO-TYPING.

(15 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	24	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	17	15
Under 18 years of age.....	3	-----
Totals	54	15
Wage earners:		
18 years of age and over.....	154	27
Under 18 years of age.....	15	-----
Totals	169	27
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$69,369 00
Clerks, stenographers, salesmen, etc.....		30,952 00
Wage earners (including piece workers).....		204,157 00
Total		\$304,478 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....			1		1
\$5 to \$5.99.....			5		5
\$6 to \$6.99.....	2		3		5
\$7 to \$7.99.....	3	2	5		10
\$8 to \$8.99.....	3				3
\$9 to \$9.99.....	3	2	1		6
\$10 to \$10.99.....	6	5			11
\$11 to \$11.99.....		3			3
\$12 to \$12.99.....	5	1			6
\$13 to \$13.99.....		2			2
\$14 to \$14.99.....	3	1			4
\$15 to \$17.99.....	11	4			15
\$18 to \$20.99.....	13	4			17
\$21 to \$24.99.....	17	1			18
\$25 and over.....	88	2			90
Totals	154	27	15		196

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	164	28	192
February.....	163	28	191
March.....	164	26	190
April.....	164	25	189
May.....	165	27	192
June.....	163	29	192
July.....	163	27	190
August.....	166	28	194
September.....	164	29	193
October.....	163	26	189
November.....	161	30	191
December.....	170	30	200

TABLE No. 64. PRINTING AND PUBLISHING.

(195 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	318	14
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	1,136	319
Under 18 years of age	29	5
Totals	1,483	338
Wage earners:		
18 years of age and over	3,330	749
Under 18 years of age	200	44
Totals	3,530	793

Salary and wage payments—annual:	
Officers, superintendents and managers	\$730,398 00
Clerks, stenographers, salesmen, etc.	1,563,030 00
Wage earners (including piece workers)	3,874,023 00
Total	\$6,167,451 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4	7	1	5		13
\$4 to \$4.99	4	5	13	3	25
\$5 to \$5.99	22	10	20	7	59
\$6 to \$6.99	58	67	51	8	184
\$7 to \$7.99	58	51	36	10	155
\$8 to \$8.99	120	92	32	3	247
\$9 to \$9.99	70	96	15	2	183
\$10 to \$10.99	97	143	12	6	258
\$11 to \$11.99	43	40	6	3	92
\$12 to \$12.99	130	64	4	1	199
\$13 to \$13.99	79	32	3		114
\$14 to \$14.99	53	25			78
\$15 to \$17.99	313	67	2	1	383
\$18 to \$20.99	349	27			376
\$21 to \$24.99	612	12	1		625
\$25 and over	1,315	17			1,332
Totals	3,330	749	200	44	4,323

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	3,458	772	4,230
February	3,432	762	4,194
March	3,557	764	4,321
April	3,549	802	4,351
May	3,581	773	4,354
June	3,535	778	4,313
July	3,371	740	4,111
August	3,310	782	4,092
September	3,384	784	4,168
October	3,491	793	4,284
November	3,584	842	4,426
December	3,529	803	4,332

TABLE No. 65. ROCK, QUARRYING AND CRUSHING.
(20 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	24	
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	21	6
Under 18 years of age		
Totals	45	6
Wage earners:		
18 years of age and over	340	
Under 18 years of age		
Total	340	

Salary and wage payments—annual:	
Officers, superintendents and managers	\$69,158 00
Clerks, stenographers, salesmen, etc.	27,152 00
Wage earners (including piece workers)	329,135 00
Total	\$425,445 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99					
\$6 to \$6.99					
\$7 to \$7.99					
\$8 to \$8.99					
\$9 to \$9.99					
\$10 to \$10.99	1				1
\$11 to \$11.99					
\$12 to \$12.99	42				42
\$13 to \$13.99	95				95
\$14 to \$14.99	46				46
\$15 to \$17.99	67				67
\$18 to \$20.99	28				28
\$21 to \$24.99	37				37
\$25 and over	24				24
Totals	340				340

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	364		364
February	393		393
March	363		363
April	358		358
May	371		371
June	346		346
July	364		364
August	376		376
September	395		395
October	425		425
November	334		334
December	323		323

TABLE No. 66. ROOFING MATERIALS AND BUILDING PAPER.
(3 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	19	—
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	79	23
Under 18 years of age	2	—
Totals	100	23
Wage earners:		
18 years of age and over	349	3
Under 18 years of age	1	—
Totals	350	3
Salary and wage payments—annual:		
Officers, superintendents and managers		\$84,460 00
Clerks, stenographers, salesmen, etc.		145,131 00
Wage earners (including piece workers)		262,765 00
Total		\$492,356 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99					
\$6 to \$6.99					
\$7 to \$7.99	1				1
\$8 to \$8.99	1				1
\$9 to \$9.99	4	1	1		6
\$10 to \$10.99	11	1			12
\$11 to \$11.99	4				4
\$12 to \$12.99	47				47
\$13 to \$13.99	55				55
\$14 to \$14.99	7				7
\$15 to \$17.99	110				110
\$18 to \$20.99	73				73
\$21 to \$24.99	33	1			34
\$25 and over	3				3
Totals	349	3	1		353

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	378	3	381
February	372	3	375
March	355	3	358
April	341	3	344
May	326	3	329
June	340	3	343
July	324	3	327
August	318	3	321
September	342	3	345
October	336	3	339
November	350	4	354
December	350	3	353

TABLE No. 67. RUBBER GOODS—MECHANICAL, AND RUBBER SPECIALTIES.

(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	22	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	81	6
Under 18 years of age.....	1	-----
Totals	104	6
Wage earners:		
18 years of age and over.....	278	17
Under 18 years of age.....	13	-----
Totals	291	17
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$48,786 00
Clerks, stenographers, salesmen, etc.....		105,520 00
Wage earners (including piece workers).....		223,297 00
Total		\$377,603 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					-----
\$4 to \$4.99					-----
\$5 to \$5.99					-----
\$6 to \$6.99			2		2
\$7 to \$7.99		1			1
\$8 to \$8.99	1	1			2
\$9 to \$9.99	24	13			37
\$10 to \$10.99	14	1			15
\$11 to \$11.99					-----
\$12 to \$12.99	58	1	4		63
\$13 to \$13.99	27		7		34
\$14 to \$14.99					-----
\$15 to \$17.99	76				76
\$18 to \$20.99	31				31
\$21 to \$24.99	12				12
\$25 and over.....	35				35
Totals	278	17	13		308

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	243	17	260
February	292	18	310
March	290	17	307
April	276	16	292
May	269	13	282
June	273	16	289
July	261	15	276
August	255	15	270
September	230	9	239
October	255	16	271
November	280	17	307
December	295	17	312

TABLE No. 68. SALT.
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	14	-----
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	19	12
Under 18 years of age.....	1	-----
Totals	34	12
Wage earners:		
18 years of age and over.....	176	16
Under 18 years of age.....		2
Totals	176	18
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$43,219 00
Clerks, stenographers, salesmen, etc.....		31,661 00
Wage earners (including piece workers).....		143,998 00
Total		\$218,878 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....	1				1
\$7 to \$7.99.....		15		2	17
\$8 to \$8.99.....		1			1
\$9 to \$9.99.....	5				5
\$10 to \$10.99.....	2				2
\$11 to \$11.99.....	32				32
\$12 to \$12.99.....	17				17
\$13 to \$13.99.....	29				29
\$14 to \$14.99.....					
\$15 to \$17.99.....	31				31
\$18 to \$20.99.....	55				55
\$21 to \$24.99.....	1				1
\$25 and over.....	3				3
Totals	176	16		2	194

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	134	11	145
February.....	133	9	142
March.....	131	11	142
April.....	139	4	143
May.....	155	12	167
June.....	156	11	167
July.....	167	14	181
August.....	184	12	196
September.....	192	12	204
October.....	216	9	225
November.....	207	9	216
December.....	176	18	194

TABLE No. 69. SHEET METAL PRODUCTS (not including tin cans).
(39 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	72	-----
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	74	25
Under 18 years of age.....	3	-----
Totals	149	25
Wage earners:		
18 years of age and over.....	858	2
Under 18 years of age.....	14	-----
Totals	872	2

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$193,189 00
Clerks, stenographers, salesmen, etc.....	122,609 00
Wage earners (including piece workers).....	854,365 00
Total	\$1,170,163 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....	1	-----	1	-----	2
\$6 to \$6.99.....	1	-----	5	-----	6
\$7 to \$7.99.....	5	-----	3	-----	8
\$8 to \$8.99.....		1	-----	-----	1
\$9 to \$9.99.....	19	1	2	-----	22
\$10 to \$10.99.....	21	-----	1	-----	22
\$11 to \$11.99.....	4	-----		-----	4
\$12 to \$12.99.....	57	-----	1	-----	58
\$13 to \$13.99.....	87	-----		-----	87
\$14 to \$14.99.....	16	-----	1	-----	17
\$15 to \$17.99.....	201	-----		-----	201
\$18 to \$20.99.....	141	-----		-----	141
\$21 to \$24.99.....	158	-----		-----	158
\$25 and over.....	147	-----		-----	147
Totals	858	2	14	-----	874

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	945	2	947
February	1,023	2	1,025
March	1,015	2	1,017
April	1,067	2	1,069
May	1,214	2	1,216
June	1,119	2	1,121
July	1,038	2	1,040
August	947	2	949
September	856	2	858
October	888	2	890
November	856	2	858
December	854	2	856

TABLE No. 70. SHIPBUILDING (including boat building).
(7 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	58	
Clerks, stenographers, salesmen, etc.:		11
18 years of age and over	117	
Under 18 years of age	8	
Totals	183	11
Wage earners:		
18 years of age and over	2,362	
Under 18 years of age	53	
Total	2,415	

Salary and wage payments—annual:	
Officers, superintendents and managers	\$163,878 00
Clerks, stenographers, salesmen, etc.	160,194 00
Wage earners (including piece workers)	2,213,295 00
Total	\$2,537,367 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99	5		21		26
\$5 to \$5.99	28		22		50
\$6 to \$6.99	34		5		39
\$7 to \$7.99	49				49
\$8 to \$8.99	14				14
\$9 to \$9.99	20				20
\$10 to \$10.99	22				22
\$11 to \$11.99	12				12
\$12 to \$12.99	226		5		231
\$13 to \$13.99	270				270
\$14 to \$14.99	18				18
\$15 to \$17.99	476				476
\$18 to \$20.99	261				261
\$21 to \$24.99	697				697
\$25 and over	230				230
Totals	2,362		53		2,415

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	2,848		2,848
February	2,954		2,954
March	2,761		2,761
April	2,722		2,722
May	2,303		2,303
June	2,410		2,410
July	1,829		1,829
August	1,915		1,915
September	1,993		1,993
October	2,772		2,772
November	2,756		2,756
December	2,415		2,415

TABLE No. 71. SLAUGHTERING AND MEAT PACKING.
(21 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	48	2
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	325	23
Under 18 years of age	4	
Totals	377	25
Wage earners:		
18 years of age and over	1,350	40
Under 18 years of age	20	7
Totals	1,370	47
Salary and wage payments—annual:		
Officers, superintendents and managers		\$125,729 00
Clerks, stenographers, salesmen, etc.		397,293 00
Wage earners (including piece workers)		1,088,013 00
Total		\$1,621,035 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99					
\$6 to \$6.99		24	9	6	39
\$7 to \$7.99	3	5	8		16
\$8 to \$8.99	9	2	1	1	13
\$9 to \$9.99	28	2			30
\$10 to \$10.99	97	5			102
\$11 to \$11.99	28	1	1		30
\$12 to \$12.99	278		1		279
\$13 to \$13.99	145	1			146
\$14 to \$14.99	34				34
\$15 to \$17.99	315				315
\$18 to \$20.99	202				202
\$21 to \$24.99	139				139
\$25 and over	72				72
Totals	1,350	40	20	7	1,417

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	1,472	43	1,515
February	1,445	46	1,491
March	1,461	41	1,502
April	1,427	34	1,461
May	1,400	42	1,442
June	1,389	42	1,431
July	1,391	40	1,431
August	1,419	45	1,464
September	1,455	50	1,505
October	1,481	50	1,531
November	1,476	44	1,520
December	1,389	44	1,433

TABLE No. 72. SMELTING AND REFINING.
(5 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	14	—
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	68	11
Under 18 years of age	2	—
Totals	84	11
Wage earners:		
18 years of age and over	623	8
Under 18 years of age	—	—
Totals	623	8

Salary and wage payments—annual:	
Officers, superintendents and managers	\$72,550 00
Clerks, stenographers, salesmen, etc.	121,962 00
Wage earners (including piece workers)	506,804 00
Total	\$701,336 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4	—	—	—	—	—
\$4 to \$4.99	—	—	—	—	—
\$5 to \$5.99	—	—	—	—	—
\$6 to \$6.99	1	—	—	—	1
\$7 to \$7.99	2	—	—	—	2
\$8 to \$8.99	—	—	—	—	—
\$9 to \$9.99	—	8	—	—	8
\$10 to \$10.99	—	—	—	—	—
\$11 to \$11.99	1	—	—	—	1
\$12 to \$12.99	27	—	—	—	27
\$13 to \$13.99	125	—	—	—	125
\$14 to \$14.99	16	—	—	—	16
\$15 to \$17.99	273	—	—	—	273
\$18 to \$20.99	38	—	—	—	38
\$21 to \$24.99	84	—	—	—	84
\$25 and over	56	—	—	—	56
Totals	623	8	—	—	631

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	560	11	571
February	584	12	596
March	578	10	588
April	549	10	559
May	574	9	583
June	561	10	571
July	584	11	595
August	568	9	577
September	615	8	623
October	592	9	601
November	578	10	588
December	623	8	631

TABLE No. 73. SOAP, WASHING POWDER, ETC.
(9 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	23	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	45	10
Under 18 years of age.....		
Totals	68	10
Wage earners:		
18 years of age and over.....	129	28
Under 18 years of age.....	2	
Totals	131	28
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$59,640 00
Clerks, stenographers, salesmen, etc.....		84,547 00
Wage earners (including piece workers).....		106,034 00
Total		\$250,221 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99.....					
\$5 to \$5.99.....		1			1
\$6 to \$6.99.....		3			3
\$7 to \$7.99.....					
\$8 to \$8.99.....	1	5	2		8
\$9 to \$9.99.....	2	7			9
\$10 to \$10.99.....	5	3			8
\$11 to \$11.99.....		4			4
\$12 to \$12.99.....	18				18
\$13 to \$13.99.....	20				20
\$14 to \$14.99.....	21	4			25
\$15 to \$17.99.....	34	1			35
\$18 to \$20.99.....	15				15
\$21 to \$24.99.....	9				9
\$25 and over.....	4				4
Totals	129	28	2		159

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	125	28	153
February.....	134	39	163
March.....	130	34	164
April.....	135	32	167
May.....	125	30	155
June.....	139	31	170
July.....	134	26	160
August.....	130	27	157
September.....	131	27	158
October.....	128	27	155
November.....	130	28	158
December.....	131	28	159

TABLE No. 74. STOVES AND FURNACES (not including oil stoves).
(7 establishments reporting.)

	Male	Female
Number of employees--		
Salaried:		
Officers, superintendents and managers.....	15	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over.....	27	6
Under 18 years of age.....		
Totals.....	42	7
Wage earners:		
18 years of age and over.....	311	
Under 18 years of age.....	2	
Total.....	313	
Salary and wage payments—annual:		
Officers, superintendents and managers.....		\$30,500 00
Clerks, stenographers, salesmen, etc.....		27,289 00
Wage earners (including piece workers).....		251,732 00
Total.....		\$309,521 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....					
\$7 to \$7.99.....			2		2
\$8 to \$8.99.....					
\$9 to \$9.99.....	6				6
\$10 to \$10.99.....	5				5
\$11 to \$11.99.....	1				1
\$12 to \$12.99.....	42				42
\$13 to \$13.99.....	7				7
\$14 to \$14.99.....	1				1
\$15 to \$17.99.....	33				33
\$18 to \$20.99.....	35				35
\$21 to \$24.99.....	102				102
\$25 and over.....	79				79
Totals.....	311		2		313

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	310		310
February.....	272		272
March.....	274		274
April.....	274		274
May.....	230		230
June.....	244		244
July.....	271		271
August.....	265		265
September.....	270		270
October.....	293		293
November.....	324		324
December.....	313		313

TABLE No. 75. SUGAR REFINING.
(11 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers.....	98	
Clerks, stenographers, salesmen, etc.:.....		
18 years of age and over.....	302	28
Under 18 years of age.....	6	
Totals	406	28
Wage earners:		
18 years of age and over.....	4,114	38
Under 18 years of age.....	1	6
Totals	4,115	44

Salary and wage payments—annual:	
Officers, superintendents and managers.....	\$385,596 00
Clerks, stenographers, salesmen, etc.....	399,774 00
Wage earners (including piece workers).....	2,333,786 00
Total	\$3,119,156 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4.....					
\$4 to \$4.99.....					
\$5 to \$5.99.....					
\$6 to \$6.99.....		9	1	6	16
\$7 to \$7.99.....					
\$8 to \$8.99.....	3				3
\$9 to \$9.99.....	2	16			18
\$10 to \$10.99.....	27				27
\$11 to \$11.99.....	4	2			6
\$12 to \$12.99.....	40	8			48
\$13 to \$13.99.....	126				126
\$14 to \$14.99.....	565	1			566
\$15 to \$17.99.....	1,656	2			1,658
\$18 to \$20.99.....	783				783
\$21 to \$24.99.....	619				619
\$25 and over.....	289				289
Totals	4,114	38	1	6	4,159

Number of Wage Earners, by Months.

Month	Males	Females	Total
January.....	1,818	13	1,831
February.....	2,076	15	2,091
March.....	2,231	17	2,248
April.....	2,266	18	2,284
May.....	2,415	20	2,435
June.....	2,035	4	2,039
July.....	2,968	24	2,992
August.....	4,232	30	4,262
September.....	4,589	44	4,633
October.....	4,445	45	4,490
November.....	2,642	19	2,661
December.....	1,697	4	1,701

TABLE No. 76. TANNING.
(25 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	72	3
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	41	23
Under 18 years of age	1	
Totals	114	26
Wage earners:		
18 years of age and over	1,219	
Under 18 years of age	19	
Total	1,238	
Salary and wage payments—annual:		
Officers, superintendents and managers		\$170,061 00
Clerks, stenographers, salesmen, etc.		58,178 00
Wage earners (including piece workers)		877,863 00
Total		\$1,104,102 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4					
\$4 to \$4.99					
\$5 to \$5.99					
\$6 to \$6.99			3		3
\$7 to \$7.99			6		6
\$8 to \$8.99	1		2		3
\$9 to \$9.99	13		2		15
\$10 to \$10.99	33		3		36
\$11 to \$11.99	27		3		30
\$12 to \$12.99	224				224
\$13 to \$13.99	265				265
\$14 to \$14.99	122				122
\$15 to \$17.99	358				358
\$18 to \$20.99	117				117
\$21 to \$24.99	36				36
\$25 and over	23				23
Totals	1,219		19		1,238

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	1,239		1,239
February	1,223		1,223
March	1,219		1,219
April	1,327		1,327
May	1,183		1,183
June	1,164		1,164
July	1,088		1,088
August	1,155		1,155
September	1,170		1,170
October	1,182		1,182
November	1,214		1,214
December	1,238		1,238

TABLE No. 77. TOBACCO MANUFACTURES.
(57 establishments reporting.)

	Male	Female
Number of employees—		
Salaried:		
Officers, superintendents and managers	29	1
Clerks, stenographers, salesmen, etc.:		
18 years of age and over	135	51
Under 18 years of age	1	
Totals	165	52
Wage earners:		
18 years of age and over	639	385
Under 18 years of age	22	34
Totals	661	419
Salary and wage payments—annual:		
Officers, superintendents and managers		\$58,730 00
Clerks, stenographers, salesmen, etc.		144,069 00
Wage earners (including piece workers) ..		637,105 00
Total		\$839,904 00

Weekly Wage Rates of Wage Earners.

Weekly wage rate	18 Years of age and over		Under 18 years of age		Total
	Males	Females	Males	Females	
Under \$4		4	1		5
\$4 to \$4.99	1	7	1		9
\$5 to \$5.99	2	33	2	3	40
\$6 to \$6.99	4	44	10	25	83
\$7 to \$7.99	9	69	5	1	84
\$8 to \$8.99	19	28	3	1	51
\$9 to \$9.99	13	41		2	56
\$10 to \$10.99	15	29		1	45
\$11 to \$11.99	9	50		1	60
\$12 to \$12.99	25	28			53
\$13 to \$13.99	20	17			37
\$14 to \$14.99	71	7			78
\$15 to \$17.99	166	19			185
\$18 to \$20.99	142	6			148
\$21 to \$24.99	86	3			89
\$25 and over	57				57
Totals	639	385	22	34	1,080

Number of Wage Earners, by Months.

Month	Males	Females	Total
January	577	366	943
February	611	414	1,025
March	614	382	996
April	625	397	1,022
May	626	389	1,015
June	581	393	974
July	584	359	943
August	601	385	986
September	626	397	1,023
October	635	402	1,037
November	635	405	1,040
December	667	421	1,088

Industries and Number of Establishments Included in Table No. 81, "All Other Industries."

Artificial limbs	3	Ladies' dress trimmings.....	1
Brooms and brushes.....	3	Limestone and lime.....	2
Cheese	1	Loose leaf binders	1
Cocanut oil and cocoanut cake.....	2	Matches	1
Cordage	1	Metal specialties	6
Cotton bedding	1	Musical instruments	1
Envelopes	2	Oak extract	1
Evaporated milk	1	Ornamental plaster	1
Fireworks	1	Ostrich feather goods.....	2
Fishing tackle	1	Polish and cleaning fluids.....	1
Fur garments	5	Poultry foods	2
Flavoring extracts, spices, etc.....	3	Printers' type and rollers.....	4
Galvanizing and electroplating.....	3	Registers and calculating machines	5
Glassware, including bottles.....	2	Sidewalk doors and lights.....	3
Hair goods	2	Spectacles and lenses.....	1
Hotel and restaurant furnishings..	1	Springs	2
Incubators and brooders.....	1	Textiles	1
Laboratory supplies	1	Theatrical stage supplies.....	2
Ink and paste.....	5	Wool scouring	2